Chapter Digest

Mrs. Jerauld Wright, Editor

Vol. 2, No. 8 Washington, D. C. November, 1945

— — — and now, HOME!

By Mrs. George A. Garrett, Chairman,
Volunteer Special Services

The Returning Veteran

We are very proud of the fact that the District of Columbia Chapter of the American Red Cross has been a pioneer in such an important subject as community responsibility to the returning serviceman.

The rehabilitation programs of the Armed Services have been an outstanding contribution to our national life. It is our job to carry on where the Armed Forces leave off.

Through our Red Cross training, we have acquired skills in hospitals and Army posts based on an understanding of the serviceman's needs. Our war record is one of which we can be justly proud, but we have an obligation to continue this record of service into the postwar world.

It is up to us to help him take up normal life in the community, and to share the load with him. If we fail in this we fail in the challenge of service for which the Red Cross has always stood.

It is our earnest hope that through our programs on "Community Responsibility to the Returning Serviceman", there has been awakened in many Red Cross volunteers a real sense of responsibility to him and to the community.

SOUNDINGS

by Mrs. Patrick Garey
In Charge of Recruitment and Training, V.S.S.

The D.C. Chapter's program on Community Responsibility to the Returning Veteran has now reached a point where we can take soundings. Attendance at the two mass meetings, results of personal interviews in the community and response to questionnaires furnish ample evidence to measure the program's value. Furthermore, the sure test is close at hand. More than 11,000 veterans have already returned to the District of Columbia. The increased rate of discharge will tax every community facility by January 1st.

Are we ready with understanding? Are the coordinated facilities to serve the returning veteran available? Or do we fumble, stare, or worse, give him the "run-around"?

Let's look at our program, the aims and purposes of which are:

1. To furnish an understanding in the community as a basis of an intelligent approach to the problem of the returning serviceman.
2. To develop an awareness among community groups of the resources available to the returning serviceman, and the need for coordination of those resources in his behalf.
3. To provide Red Cross volunteers with an understanding of their obligations to continue wartime services through the postwar period by their participation in the community services to the returning serviceman.
4. To extend the Red Cross public relations program by cooperation with every community resource concerned with the returning serviceman.

This program "Community Responsibility to the Returning Serviceman" is an educational approach to ease his integration into the community patterns. This integration into peacetime living depends upon three main factors, namely, a job, time, and understanding. It seeks to prepare the community to understand, not only the veteran, but the problems the veteran and the community can solve together. It utilizes all the facilities of communication including meetings of representative citizens, public forums, films, recordings, and publicity programs. The Veteran, as such, is not a problem. By far the largest proportion of returning servicemen will return to peacetime living with no more tensions or frictions than any man or woman who has been away from home for a long period of time. He must not be isolated as a group by favors or discrimination. He needs to identify himself as soon as possible with his family, his job, his church, his school and his community. Community problems which existed before he went away, (housing, juvenile delinquency, full employment, etc.) may have been aggravated by war tensions. These civic responsibilities he has a right and a duty to share. His war experience may have deepened his understanding of his rights and duties as a citizen and has certainly increased his stake in the solution of these problems which will determine the American way of living.

The need for such a program had a two-fold origin:

a. Our own Red Cross volunteers were often accosted with questions concerning the returned serviceman.

b. The Armed Forces (Convalescent Training Section, Office of the Air Surgeon, AAF, and the Neuropsychiatry Branch, Bureau of Medicine and Surgery, USN) urged that there was a need for interpretation of the returning serviceman to his community which must take up where the Armed Services leave off in their own rehabilitation programs.

Washington, D.C. is no "Middletown" with its neat categories of community resources and groupings. It is rather a loose conglomerate of population, recruited from the far corners of the United States, as well as from the rest of the world. The loyalties of such a population are deflected to federal and international agencies during their temporary stay, (which is subject to termination at the whim of Congress or Federal ruling.) Lacking in representative government, there is greater confusion and overlapping of function in the community resources than is to be found elsewhere. A case in point is the fact that there exist in Washington forty agencies to provide information for veterans. The difficulties of a program depending upon coordinated support in such an environment are obvious.

The Planning Committee moved with caution to begin a series of some 65 conferences with strategic groups in the city. We first went to the District Director of the Veterans' Administration who entered wholeheartedly into the plan. We then conferred with the State Representative of the Selective Service System, the Regional Director of the U.S. Employment Service, and the Director of the Council of Social Agencies. At this time we found that, paralleling our program of contacts in the community, an independent survey was being conducted by a citizens' committee to determine the need for closer coordination of agencies dealing with veterans' affairs in a local Veterans' Service Center. Among the findings of that survey was a recommendation for a citizens'education program to support and increase the effectiveness of a coordinated veterans' program.

The general consensus of opinion from our interviews was:

1. Need for community understanding was generally accepted.
2. Unanimous cooperation from every organization visited.
3. Acceptance of Red Cross leadership in a general education program.

The goal began to be clear. The Committee conferred again with the Armed Forces and decided upon a Fall program. Two large meetings were planned, the attendance to be composed of representatives of community groups interested in the returning veteran. This would include the broad categories of education, city government, the press, the social agencies, veterans' organizations, the churches, the larger employers, personnel workers of government departments,labor organizations, service clubs and Chambers of Commerce.

THE SEPTEMBER 18th MEETING

September 18th was chosen as the date of the first meeting, and the Dept. of Interior Auditorium was selected because of its convenient location, excellent accoustics, and movie and public address equipment, not to mention the fact that it was free of charge and the office of the Chief Clerk (Dept. of Interior Building) was extremely willing and cooperative.

After consultation with Colonel Howard A. Rusk, A.A.F., Convalescent Training Section, Office of the Air Surgeon, early in August, he agreed to do the first meeting. Captain Francis J. Braceland, U.S.N.R., Neuropsychiatry Branch, Bureau Medicine & Surgery, U.S.N., to do the second. We left the presentation of the first half of the program to his discretion. He selected the film "Out of Bed Into Action" after he found the newer one "The Road to Recovery" would not be ready by that date. "The Empty Sleeve" was selected as a suitable recording since it presented the aspect of the disabled veteran.

Then followed long and painstaking deliberation with the agencies to be represented on the panel. For the second half of the program, we went to Mr. Howard Dickensheets, the Regional Director of the Veterans' Administration. He was helpful and enthusiastic, and assisted us in planning, and suggested key interviews to precede the program. Mr. Farmer, of U.S.E.S.,gave us invaluable assistance in determining who were the employers of largest numbers in the District of

Columbia. Mr. Norton of Selective Service, clarified our thinking, and the encouragement and advice of Mrs. Norton, Director of the Council of Social Agencies, was of great importance in these early days of our planning. She had done the lion's share of the extensive survey of the existing Veterans' Service Center and she knew well that our program would strengthen the Center as it moved for greater coordination and public support. Officials of the D.C. Government were visited and consulted in this early planning stage in order to assure them that our purposes were identical. We found them helpful and cooperative.

On August 20th a letter was mailed to some 200 organizations explaining the project. No attempt was made in this first meeting to include women's organizations or those who could participate in a later daytime meeting, since this one was planned for the evening. The response to these letters was encouraging.

A public relations program was outlined at this time. We planned to utilize Red Cross channels in both radio and the press. We interested the local editors in the project and while V-J Day,reconversion,and the atomic bomb vied with us for space, the meeting was well supported in both attendance and public interest.

Extension of contacts for public understanding and attendance proceeded. Three members of the Committee had 65 interviews from August 1st to September 18th. They are an essential basis for a coordinated community enterprise, and the success of the whole program depends upon widespread understanding by the community leaders, before it can hope to reach organizations or the general public.

Distributed materials at this meeting to be limited to the following:

a. The Veterans' Directory - Washington Evening Star
b. Coming Home - Army Air Forces pamphlet
c. Program
d. Questionnaire

It was planned to follow these representative meetings by streamlined programs of a similar nature, in the organizations represented. Requests for 45 subsequent meetings have already been received. With the cooperation of the Armed Forces, the Committee will be prepared to serve as "middleman" in the organization of these meetings. Speakers will be furnished by the Armed Forces or the Red Cross Speakers' Bureau, D. C. Chapter, and films and recordings will be provided by the Army or the Navy.

The job is done when the last man is back in his home town, taking his share of the responsibility as well as the right to live the kind of life he fought for.

THE FOLLOWING ORGANIZATIONS ARE COOPERATING WITH THE RED CROSS IN THE "RETURNING VETERANS" PROGRAM

American Automobile Association; American Association of Medical Social Workers; American Federation of Labor; American Legion; American Red Cross; American University; Association of Social Workers; A.W.V.S.

B'nai B'rith; Board of Education; Board of Trade; Briggs Clarifier Company.

Catholic University; Chesapeake & Potomac Telephone Co.; Civil Service; C.I.O. Committee for Economic Development; Community Chest; Council of Social Agencies.

D.C. Health Dept.; D.A.V.; D.C. Unemployment Compensation; Defense Commission of the Federation of Churches; Dept. of State; Dept. of Labor.

Federation of Citizens Associations;Federal Security Agency; Federation of Businessmen's Associations;Federation of Civic Associations

Georgetown University; George Washington University; Government Services Inc.

Howard University

Jewish War Veterans; Junior Board of Commerce

Kiwanis Club

Lions Club

Metropolitan Police; Merchants & Manufacturers Association; Military District of Washington.

National Conference of Christians and Jews

Potomac Electric Power Company

Rotary Club; Retraining and Reemployment Administration

Selective Service; Social Security Board; St. Elizabeth's.

United Service Organizations; U.S.E.S.

Veterans' Administration; Veterans of Foreign Wars.

War Department; Welfare Service; War Hospitality Committee; Washington Board of Trade; Washington Gas Light Company.

STATISTICAL DATA July, August, September 1945

SERVICES	VOLUNTEERS	HOURS	OUTPUT
Administration	3	1,040	
Home Service	33	3,957	29 Visits made
			7,002 Interviews
Home Nursing	11	431	193 Short Course
			75 Standard
Canteen Corps	323	20,526	125,413 Armed Forces
			29,478 Blood Donors
			32,181 Civilians
First Aid	78	3,155	561 Certificates
Water Safety	22	2,212	2,055 Certificates
Accident Prevention	-	-	
Junior Red Cross	550	1,295	
Nurse's Aides	784	53,786	81 Certificates
Staff Assistance	225	17,673	
Hospital & Recreation	382	34,753	
Camp & Hospital	33	2,696	
Motor Corps	626	22,791	81,437 Mileage
			6,574 Calls
Nutrition	25	1,195	
Dietitian's Aides	59	2,143	
Production-Sewing	558	39,615	419 Garments
			27 Layettes
			764 Miscellaneous
			3,528 War Relief
Production-Knitting	770	46,503	1,072 Armed Forces
			521 Hospitalized
			368 War Relief
Production-Surgical Dressings	1,657	48,636	709,542 Routine
			325,642 War Relief
Takoma Park	208**	10,121	589 Garments
			104,844 Dressings
Army & Navy Committee	22	611	
Arts & Skills	108	6,824	
Other	20	672	
	6,497	320,635	

** 4 month figure

GEORGE WASHINGTON
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"It's the man, not the disability." This theme was emphasized time and time again in the speech of Col. Howard A. Rusk to some 600 representatives of community organizations in the Auditorium of the Department of the Interior on September 18th.

In this second meeting, sponsored by the District of Columbia Chapter in their program of education to civilians on their responsibility to the returning serviceman, the interest evinced and the questions raised by the audience showed a necessity for future meetings of this type. In addition to large meetings, 45 requests have been received from organizations and groups asking that the Chapter arrange to present speakers on this subject to their groups. This we will plan to do.

To date, with over 11,000 veterans in the District of Columbia already returned and this number increasing daily, it is imperative that the Chapter continue to spearhead this movement of education of the community on its responsibility to the returning veteran, and of the resources in the community available to this veteran.

"It's the man, not the disability."

(Signed) Nat C. Wilson
Chapter Manager

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Chapter Digest

Mrs. Orla St. Clair, Editor
Vol. 3, No. 1 Washington, D. C. January, 1946

MRS. GARRETT RESIGNS AS VSS CHAIRMAN

by Mrs. Patrick Garey

Mrs. Garrett Talks Things Over With One Of Her Vice Chairmen, Mrs. J. Blaise de Sibour.

The resignation of Mrs. George Angus Garrett, Chairman of Volunteer Special Services of District of Columbia Chapter of the American Red Cross was announced by Mr. J. Clifford Folger, Chapter Chairman, on December 10,1945. Said Mr.Folger: "Mrs. Garrett's leadership of the more than 10,000 District Red Cross Volunteers during the war years was outstanding and brilliant.The D. C. Chapter owes her a great debt of gratitude,as does the entire Red Cross, which has felt the impact of her leadership in its national councils. Her administrative genius was reflected in the unparalleled volunteer activities in this Chapter, when, as Chairman of Volunteer Special Services, she guided the work of the Nurse's Aide Corps, Dietitian's Aide Corps, Canteen Corps, Motor Corps, Arts and Skills Corps, Production Corps, Staff Assistance Corps, Hospital and Recreation Corps(Gray Ladies) and Home Service Corps. I understand the need Mrs. Garrett feels to give more of her time to her home and family, after years of urgent wartime responsibilities, but for the entire Chapter I wish to express sincere regret that she has found it necessary to take this step."

Mrs. Garrett succeeded Miss Mabel Boardman as Chairman of Volunteer Special Services in July, 1943.

VSS: WAR RECORDS AND PEACETIME PLANS

WANTED: Three and one-half million volunteers to fill vital post-war jobs. Preference to applicants who have completed Red Cross training courses, and who can demonstrate a cheerful willingness to serve and a competence on the job. Your reward is measured by your gift of service. Your best reference is your Red Cross Service.

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To meet this challenge, the National Committee of Volunteer Services held a conference at the Statler Hotel, Washington, D. C., November 6 - 9. One hundred and seventy-five delegates spent four days attempting to find the answer:

1. By appraising the war job just finished.
2. By seeking a solution of the shifting equation between enrollment and post-war needs.
3. By continuing traditional Red Cross projects into the future, at the same time exploring new areas suited to Red Cross service in community life and veterans' affairs.

Attending this Conference were members of the National Committee on Volunteer Services. These members are appointed by the National Chairman and represent Volunteer Services all over the United States. The D.C. Chapter was represented by Mrs. George A.Garrett, Mrs.Chase Donaldson, Mrs. J.Blaise de Sibour, and Miss Elisabeth Houghton.

THE WAR RECORD

The report of the Chairman, Mrs. Mason Colt, told the story of wartime achievement and expansion of each corps in enrollment and extension of services.

In the opening address of the Conference, General George C. Marshall stated: "The Red Cross contribution to the war effort is typical of America. You don't measure an army by numbers alone, but also by morale -- and there the Red Cross played a big part, in hospitals, camps, at home and in the war theatres." He cautioned that the next six months are important in maintaining morale.

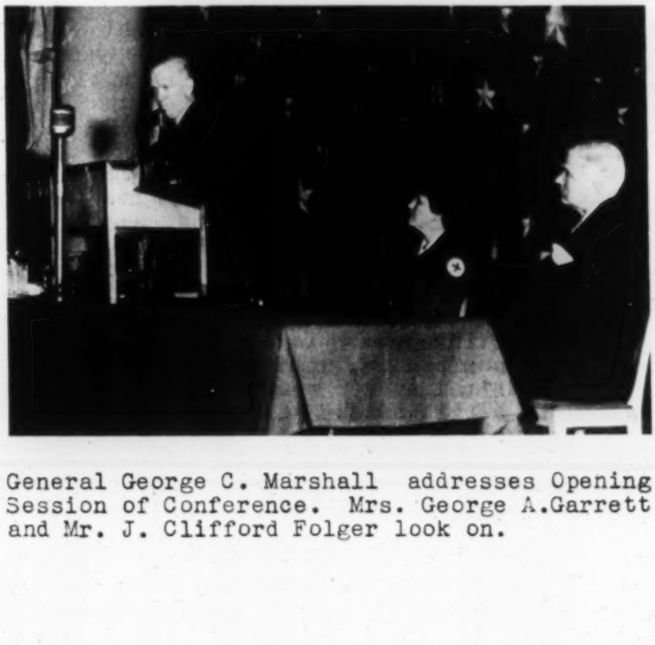
Mr. DeWitt Smith, Vice Chairman in charge of domestic services, summed up the record of the Volunteer Special Services when he stated that during the war period Volunteer Special Services hours equalled 450,000 full-time workers for one year at a salary rate of $2,000 per year, or the equivalent in money of nearly a billion dollars.

The 1,500,000,000 surgical dressings prepared, 35,000,000 garments and 14,000,000 kit bags make an impressive total. But he warned that while the Blood Donor program, Prisoners of War and Kit Bags production made a dramatic appeal, it is important to understand that other essential activities are going on at an expanded rate.

THE JOB AT HAND

It is always more pleasant to glow with pride as we count our medals, or easier, perhaps, to dream our place in the post-war sun. The closer examination of our present job, and our preparation for it, is always more painful. The Conference did not flinch. Its agenda set a stern test of evaluation of the strength and weakness of the Volunteer Special Services three months after V-J Day. In this transition period, as enrollment decreases, and our services contract, we must still maintain essential services and volunteers to staff them.

Mr. Smith set the pace for this phase of the Conference by posing 17 questions to evaluate Volunteer Special Services and its extension into the community. At the suggestion of the D. C. Chapter, a committee was appointed to study the questions and present its findings to the Conference. A copy of these questions and the findings of the Committee will be available at a later date. These findings were discussed at a meeting of D. C. Chapter Corps Chairmen and a Committee was appointed for further study and recommendation.



General George C. Marshall addresses Opening Session of Conference. Mrs. George A.Garrett and Mr. J. Clifford Folger look on.

THE POST WAR JOB

General P. R. Hawley, Surgeon General of Veterans' Administration, sounded the keynote for the volunteer in the post-war world: "Any task I had in Europe seems insignificant compared to the task I have now."

Mr. Roy Johnson, Assistant Administrator, Service to Veterans, pictured the post-war world as belonging to the veteran, since one-half of the population of the United States will have participated one way or another in World Wars I and II."There are 5,000,000 veterans now,308,000 discharged last week, and 8,000,000 more to come back,"he said.

General Hawley stressed the importance of volunteers in the veteran's program. "Volunteers can do many things the government does not provide for. They bring a fresh, normal point of view into the hospital and bridge the gap between patient and family." He called for expansion of volunteer service in hospitals, at the same time explaining the need for close coordination of volunteer and professional service with adequate controls. "The veteran is a private patient in a veterans' hospital. He has all the privileges of a private patient. He is not a charity case -- the only difference in his status is that the government pays the bill." He went on to say that it is often a shock to a man who has been in a Federal Hospital to get into a veteran's hospital. There he feels he becomes "the forgotten man." Volunteers can make him feel he is not forgotten.

A glimpse into the future would not be complete without a forecast from General Omar N. Bradley, Administrator of Veterans' Affairs. He outlined the program for the new Veterans' Administration and explained the hospital dilemma. He assured the Conference that the Veterans' Administration would be dependent upon volunteer service as the Veteran Special Service Service Section becomes effective.

WHERE YOUR CHAPTER STANDS

The value of a National Conference can only be measured by what it means to each chapter in its own community. To us in the D. C. Chapter within the shadow of National Headquarters, it meant months of preparation,painstaking details of arrangement and entertainment of delegates as well as gathering together all the loose ends which determine the success of the meeting. To Mrs. de Sibour fell this time-consuming and exacting job. To her fall the laurels for a smoothly running conference, unmarred by criticism from any delegate who didn't like her roommate, the food, or her accommodations, or a bill of damages from the hotels. Despite the bus strike,which added to the city's post-war confusion, everyone went away happy, well fed, and satisfied. There are letters to prove it, lest we blow our horn too loudly.

As for the program of the Conference itself, the leadership of Mrs. George A. Garrett, our Volunteer Special Services Chairman, was apparent. Our war record under

Mrs. Mason Colt, New National Administrator, VSS

her leadership is an open book for those who have shared in it, but her vision and understanding of the need to project that war record to meet the post-war needs will bear fruit for years to come. More than that, her vision has already been implemented by practical measures to bring results. Our post-war program is already beyond the blueprint stage:

1. We have made a survey of our contracting services and decreased enrollment, and at the same time we have surveyed community needs. In all the Corps there is a common need for volunteers. The shifting population of the city and the post-V-J slump in patriotic fervor, has more than offset decreased needs, so that the faithful volunteer is serving a double capacity. Each Corps is continuing to maintain service and in some cases, such as Home Service, the burden is ever increasing. In surveying the needs of Washington, D. C. as represented by public and private agencies utilizing trained volunteer service, we found a general need for recruits in the following areas: (a) Recreation, (b) Health, (c) Hospitals. The war has demonstrated too the need and accelerated the use, of volunteers in child care and youth leadership. Moreover, most agencies could expand the use of volunteers with more adequate professional supervision.

2. The survey revealed a need for pooling information concerning volunteers in the community. Therefore, in cooperation with the Council of Social Agencies, A.W.V.S., the Federation of Churches, B'nai B'rith, Catholic Charities and Junior League, the District Chapter has supported the formation of a coordinated Council on Volunteer Service, which shall serve as a repository for clearance of information concerning volunteers.

3. This publication has carried the complete running story of our program "The Community Responsibility to the Returning Serviceman," in previous issues. For the Conference, a demonstration meeting was presented with Captain Francis J. Braceland, of the Neuropsychiatry Branch, Bureau of Medicine and Surgery, U. S. Navy, and Miss Margaret Hagan, Red Cross Field Director at St. Elizabeth's Hospital, as speakers. The new AAF film, "The Road to Recovery" was shown for the first time. A full report of the development of the program was distributed to the delegates, along with a diagram of steps in procedure, in order to enable other communities to sponsor similar programs.

4. A plan for an overall integrated orientation program for all Red Cross volunteers was presented to the Conference. This program, entitled "Introduction to Services

for Red Cross Volunteers," is designed to supplement the necessary training in skills particular to each corps or specialized service. It represents the minimum essential for effective Red Cross service and can be enriched or extended to fit the need. It can be condensed into a four hour training period, or can be extended to nine hours. It can be adapted to a single application, or may be effectively used in smaller doses at regular intervals, throughout the year. The course is based on the fundamental premise: understanding is the key to effective faithful volunteer service.

Aims and Purposes

A. To furnish intelligent understanding of the importance of volunteer service.

B. To identify the volunteer with the great humanitarian purposes of the Red Cross.

C. To assist volunteers in the interpretation of the Red Cross to the Community.

D. To stimulate among volunteers an awareness of their community as a whole,and a responsibility to share with other social welfare agencies in making it a better place in which to live.

The course of study includes the basic areas of content,suggested procedures, such as films, recordings,charts, reading lists, and lectures, and a choice of time allotments -- one full length course extending nine hours, the streamlined version shortened to four and one half hours. The principal innovation in such a plan is twofold: (a) The course is the common denominator of essential understanding of all Red Cross volunteers and is in addition to the specialized training in skills required by the individual Corps. (b) An emphasis on the Red Cross in the community with a study of community organizations and special areas adapted for Red Cross Service.

5. The basis for an effective Red Cross Volunteer service in the post-war period has been firmly laid in the broad interpretation of the meaning of Red Cross service. To fill the need has been the criterion of service rather than the bitter rivalry for power between the air tight categories of Corps and related activities.

The close cooperation between related activities - Camp and Hospital Service, Army and Navy Committee, Nutrition Service, Home Nursing - with the Corps program is a case in point. This basic give and take policy is the only sound procedure with which Red Cross can face the community and take its rightful place in community planning, action in veterans' programs, and general community service.

Mrs.Millard Tydings,New Chairman of Nurse's Aide Corps

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22 December 1945

SUBJECT: Mobile Unit

TO: Field Representative, District of Columbia Area
American Red Cross, Washington, D. C.

1. It is the wish of this Headquarters to express the appreciation of all departments for the very great assistance of the American Red Cross over a period of several years during hostilities.

2. All units of the Red Cross rendered outstanding service at a time when those services were much needed, and when operation without this assistance would have been very difficult. Especially, it is wished to express appreciation to the members of the Red Cross who operated the mobile canteen at Base Operations, and made it possible to take proper care of wounded personnel being evacuated by air and stopping at this base for varying periods of time.

FOR THE COMMANDING OFFICER:

Jean A. Jack
Lt. Col. Air Corps
Director of Training
and Operations

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THE CHAPTER MANAGER REPORTS

January 1942 - 1943 - 1944 - 1945 - wartime New Years with Red Cross activities directed to wartime activities.

January 1946 brings a New Year with World War II ended and all nations and individuals turning their actions and thoughts to the peacetime years ahead.

So, with us in the District Chapter, we are continuing to meet our wartime obligations to the members of our armed forces, both able bodied and wounded, and their families,and at the same time we are converting to a peacetime program of activities.

And what is the program for 1946? First, assistance to all veterans and their families as needed, as they resume their places in civilian life; a greatly enlarged program in our health and educational services; more First Aid, Water Safety, Accident Prevention, Nutrition and Home Nursing Classes; every school child active in Junior Red Cross;to be prepared to meet any disaster; and a continuation of all volunteer service activities as needed in the community.

The splendid record of the chapter in war time will be carried on in peace time. To do so, the Chapter will continue to need the services of every volunteer.

(Signed) Nat C. Wilson
Chapter Manager

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Chapter Digest

Mrs. Orla St. Clair, Editor

Vol. 3, No. 2 Washington, D. C. February, 1946

HOME SERVICE—1945

By Miss Euline Hawkins, Director of Home Service

"V-E", "V-J" Day, days which brought prayers of thanksgiving throughout the world. Days which meant the end of hostilities, and the reunion of families and loved ones. Days which began the "return" of so many of our men who for so long had existed behind barbed wires of prisoner-of-war camps. Days which meant "the war is over" in headlines across every paper in a jubilant nation and world.

What has a year with such dramatic events meant to Home Service? During the first months of 1945 our work was still largely with the families of men in active service- "trouble shooting" on the home front, providing a chain of communication between the fighting man and his family at home, giving information and encouragement, helping with "problems" which often seemed insurmountable, tiding over with financial assistance when families were in need because of illness or other unexpected emergencies until more permanent income could be established. The following letter from someone who had learned of Red Cross from personal experience tells a story in itself of one of our services.

> The American Red Cross, Home Service Dept.
> Washington, D. C.
>
> Dear Sirs:
>
> On Thursday afternoon at 3:30 I called your office and told you that Pvt. John C. Brown had landed that day in Seattle, that he belonged to the 46 Inf. Regt. APO 733 Seattle, that his number was 1438764, that he was a son of Dr. James W. Brown, 3113 6th St., that his mother had died the night before. I asked if you could find him, notify him of his mother's death, and if possible arrange to get him home at once.

Budget
Food
Shelter
Clothing
Fuel

Home Service Worker Helps Family Budget Allowance To Cover Basic Necessities.

That night at 1:30 A.M. Friday he called up by long distance telephone, asked what had really happened and when told, told his father "buck up Dad. The Red Cross has arranged to start me home at once."

That same Friday your office called Dr. Brown and said "your son has been started on a train and barring accidents will be home in four days." Pvt. Brown arrived home at 4:30 PM Tuesday.

I write as a clergyman to say that this is a service that has helped lift a crushing burden of sorrow.

Yours sincerely,

James F. Sullivan

With the end of the war in Europe came the liberation of all the American prisoners there. May 8 we received a notification that Red Cross could accept requests from prisoners to notify their families of their liberation and to secure a welfare report for them about their families. Cable notices were received from 116 prisoners of war whose families live in the District of Columbia. Sixty-six of those families had had no word of their liberation prior to the Red Cross message. Think what the news meant to them!

Demobilization - "The war is over." Families who had managed somehow, who had been "fighting the war at home" felt they could not go on any longer without the return of their servicemen. Increased, increased, increased have been the requests for emergency furloughs and discharges because of hardship - hardships borne during the period of hostilities now became unendurable. How much harder for families to understand delays in army and navy communications and that "Johnny would not come marching home" tomorrow. Gradually at first and then more and more the boys did come marching home. But not always with a song in their hearts.

As the year ends, our attention becomes more and more directed toward the veteran who has returned to our community and toward helping him in the transition from soldier to civilian. Nineteen forty-five has been a busy year: 55,364 cases having been handled, and $113,349.53 given in financial assistance to servicemen and their families, to veterans and their families, and to dependents of those who gave their lives for their country. Yes, 1945 was busy. Nineteen forty-six will be busier.

HOME NURSING IN REVIEW

By Miss Lillian Adams, Director of Home Nursing

Parents Class
Adams

Fathers' Class
Adams

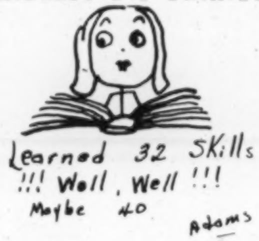
During 1945 more than 1200 men and women in the District of Columbia prepared themselves to meet personal and family health problems by completing the Red Cross Home Nursing courses.

A continuous service of the American Red Cross since 1914, the Home Nursing Course covering care of the sick, mother and baby care, and personal and community hygiene has been offered to anyone of high school age and over. Until the recent war period the course required 24 hours of instruction. Now the Home Nursing Course is divided into two units of 12 hours each, i. e., "Care of the Sick" and "Mother and Baby Care and Family Health."

He learns about Birds & Bees!
Adams

"Care of the Sick" devotes the entire 12-hour period to basic training for care of illness in the home. "Mother and Baby Care and Family Health" includes 12 hours of instruction in prenatal and postnatal subjects. Both courses are packed with activity, and upon completion the student will have learned more than 40 skills. In "Care of the Sick" 32 skills are learned and "Mother and Baby Care and Family Health" offers a variety of information and skills in the care of mother, the diaper dictator, and pop's performance (or how a father can help).

In keeping with the trend of the times, these short comprehensive courses have proved popular with both men and women. Classes for men, women and parents have been given and the demands continue to increase for fathers' and parents' classes.



Diaper Dictator
Adams

Yes, men find that being a father is a man-sized job! Graduate, professional nurses are required to complete a special training course to become authorized to teach these classes. Much time

Nurses' Training Conference

during the past year has been spent conducting nurses' training courses and supervising instructors, thereby raising the level of teaching. We look forward to 1946 with the assurance of adequate and effective instruction to meet the District's need.

Forecast for '46
! Bright !
Adams

STATISTICS ON FOURTH QUARTER

SERVICES	VOLUNTEERS	HOURS	OUTPUT
Administration	8	1,140	
Home Service	94	3,382	1,663 Visits
			5,628 Interviews
Home Nursing	32	423	98 Standard
			106 Short
Canteen	651	10,670	101,615 Servicemen
			8,498 Civilians
First Aid	160	2,171	637 Certificates
Water Safety	24	843	492 Certificates
Accident Prevention	3	26	44 Certificates
Junior Red Cross	-	-	
Nurse's Aides	1,390	31,573	
Staff Assistance	483	12,402	
Hospital & Recreation	1,049	28,655	
Camp and Hospital	84	2,586	
Motor Corps	471	13,692	59,653 Miles
			5,243 Calls
Nutrition	55	1,013	9,738 Individuals reached
			64 Certificates
Dietitian's Aides	177	1,852	32 Certificates
Production-Sewing	1,683	27,655	1,095 Garments
			1,500 Kits
			10 Layettes
			795 Miscellaneous
			4,116 War Relief
Production-Knitting	1,979	51,049	489 War Relief
			1,136 Armed Forces
Production-Dressings	2,233	21,108	69,393 War Relief
			492,567 Routine
Takoma Park	270	4,192	276 Garments
			29,915 Dressings
Army & Navy Committee	35	443	
Arts & Skills	243	5,494	
Braille	18	291	
Other	29	409	
	11,171	221,069	

NUTRITION HIGHLIGHTS—1945

By Miss Dorothy L. Bovee, Director, Nutrition Service

NUTRITION
Nutrition Class
PLAN

Nutrition Worker Gives Food Advice

The record of work for 1945 in Nutrition Service reads like the celebrated Labor of Hercules in which he was told to dispose of the many-headed hydra. Calls from Red Cross and other community agencies for assistance on feeding problems were so many and varied that as fast as we disposed of one, ten more sprang up. If we were to select a keynote to fit our job, it might well be Flexibility!

In terms of numbers, the year's accomplishment looks good. We reached directly a total of 16,541 individuals through our three-pronged program of activities. Lest your minds are tempted to interpret this figure in terms of students certified through courses, we hasten to add that 813 or a mere 5% of the total number of people reached came to classes. Statistical experts tell us that at best only 16% of the population ever do come to classes. As an educational device for certain community groups they are not adequate to meet total need.

The American Medical Association reports that "only one American in 1000 is really well fed in the sense that no further improvement in his physical condition can be made by changes in his diet!" The fact is that there are many of our people eating too little and knowing still less about what they should eat if they are to run on six cylinders instead of one or two.

The aim of our food education is to help change these poor eating habits to good ones and we have to get at the 84% of the people who won't come to classes through other activities. Last year we reached some of these people in the following ways:

1. Through mass education such as nutrition talks to a variety of groups, special projects with school children, films, broadcasts, exhibits, demonstrations, publications and newspaper columns.
2. Through personal and group consultations on food and feeding problems with clients, patients, and staff members of our own Red Cross Chapter Services.
3. Through consultations with clients and staff members of other Community health and welfare agencies and institutions. Here are a few samples of the type of special pro-

grams and devices we used to improve the eating habits of Washington's citizenry: (Services were given through more than 60 community agencies other than the Red Cross.)

a. An exhibit of the Prisoner-of-War Food package at Constitution Hall - in cooperation with the big chapter meeting held for next-of-kin of prisoners.

b. A demonstration for homemakers of the uses and cooking of utility beef at the Washington Gas Company.

c. A radio discussion of "Family Budgeting Problems" on Ruth Crane's program, W M A L.

d. An "Institute on Nutrition in Social Work" for caseworkers of all community social agencies. Two hundred and seventy-five caseworkers attended and fifty-four community agencies were represented; a nutrition seminar for our own Home Service caseworkers as a follow-up.

e. "Better Nutrition"- our educational leaflet - reached 2000 regular readers each month. Since printing would run high into the thousands if we popularized it, we mail only to professionals and leaders who are working with health and welfare groups.

f. In November we received a request from the editor to do a popular food column for a national weekly paper, the "C I O News" whose subscribers total 500,000. The labor relations office at National Red Cross approved the request and four articles have already been printed in the News under the credit line "Prepared by Nutrition Service, D. C. Chapter, American Red Cross."

g. Exhibit on "Man and his Food" cooperatively sponsored by Nutrition Service and the office of Labor Education, War Food Administrator at the National Press Club.

These activities were just picked at random from our monthly reports to give you a few highlights. They do not begin to cover the variety of interesting projects we have developed and used - and we've had such fun doing it all!

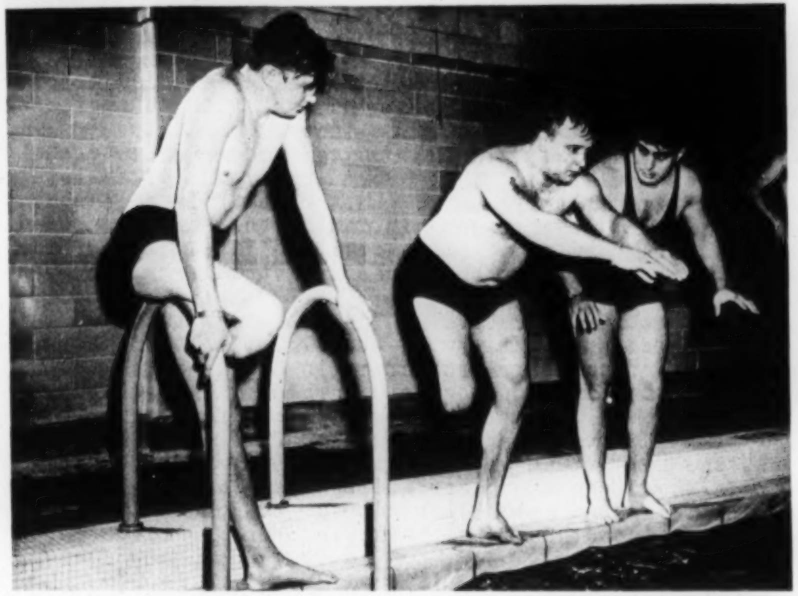
FIRST AID, WATER SAFETY, AND ACCIDENT PREVENTION-1945

By Daniel A. Leonard, Director

First Aid has been brought up to date during the past year by the issuance of a new textbook and a new Instructor Manual for the revised courses. Fifty-six First Aid Mobile Units were in operation at the end of 1945, and we issued 4,234 Certificates for 275 classes. Of these, five classes were Instructor courses and 65 Instructor certificates were issued.

Water Safety was a busy service during the year with a total of 3,852 certificates issued for 370 classes. Of these, four classes were held for Instructors with 31 certificated. An increase of 242 certificates over 1944 shows the trend in this service.

The Water Safety Service inaugurated a new and important phase of instruction called Convalescent or Remedial Swimming. This specialized training was designed primarily for disabled veterans, but also can be used for other handicapped groups such as crippled childred. We had the first civilian Instructors' courses in Convalescent Swimming, and helped set up a program in Walter Reed General Hospital.



Amputees Gain Strength and Confidence in Convalescent Swimming Course

Accident prevention promises to expand during 1946 as 33 new Instructors were trained in 3 classes. The first of its kind, a special six-hour course was begun for Junior High School teachers. Of the 33 new Instructors, all were school teachers. Thus altogether 8,161 certificates were issued for 653 classes in 1945. Of these, 12 classes were for Instructors and a total of 129 Instructors were trained.

Other activities of the Service were of such importance that they also should be mentioned. The Emergency First Aid Corps served on 674 details and gave First Aid care to 2,739 persons during 1945. Typical details were the V-J night celebration, Watergate concerts, General Eisenhower's welcome, Cavalcade for Freedom, General Wainwright's welcome and the Nimitz Day parade.

The Accident Prevention Home Accident Survey with its weekly releases kept the public informed on the rising accident toll. In the District of Columbia, 205 persons were killed in home accidents, twice the number killed in traffic accidents in the same period. Receiving hospital care for injuries in home accidents were 5,054 other persons.

The Service gave 34 lectures or demonstrations, 41 film showings and listed 407 conferences by staff personnel. Two staff members served on the Aquatic school staff at Camp Letts and 30 Chapter volunteers either served as faculty members or attended as students in various aquatic schools.

1 CENT 1

THE CHAPTER MANAGER REPORTS

With our armed forces rapidly being returned to civilian life, we in the Chapter are seeing a steady increase in the peacetime program of service in our community.

In Home Service, an increasing number of veterans are turning to the Chapter daily for many types of assistance, including financial aid. The Chapter staff is well equipped to render every veteran and his family the service needed in reestablishing his position in civilian life. The office on the "E" Street side of the Corcoran Art Gallery is open 24 hours a day, 7 days a week.

Anticipating a return to peacetime activities in our educational and safety services, the Chapter staff, both paid and volunteer, has been increased in First Aid, Water Safety and Accident Prevention, Home Nursing and Nutrition. We are seeing monthly an increasing number of classes in these services. The Chapter continues to fill wartime requests and at the same time is enlarging all of its activities in what was known as the peacetime program of Red Cross prior to Pearl Harbor. Anyone interested in joining any of the classes mentioned should call the Chapter Office.

(Signed) Nat C. Wilson
Chapter Manager

Sec. 562, P. L. and R.

Miss Robinson

District of Columbia Chapter
Public Relations Department
1730 E Street, N. W.
Washington 6, D. C.

Director of Information Division
Women's Bureau
Room 1316, Dept. of Labor Bldg.
14th St. & Const. Ave.
Washington 25, DC

UNITED STATES POSTAGE

Chapter Digest

Mrs. Orla St. Clair, Editor
Vol. 3, No. 3 Washington, D. C. March, 1946

YOUR RED CROSS WILL SEE THEM THROUGH

Canteen Corps serves refreshments to patients at Bolling Field Hospital at weekly parties arranged by Red Cross.

CAMP & HOSPITAL S
DISTRICT of COLUMBIA C

Motor Corps picks up shipment of magazines at Nat'l Airport for delivery to patients at Walter Reed.

Potomac Camp and Hospital Council Service Entertainment Committee brings stars of radio, stage and screen to Service Hospitals in this Area.

Cheerful smile of Motor Corps driver is familiar sight wherever Red Cross work is done. The Corps provides transportation for Chapter activities, community needs, and for the armed forces on request.

A Nurse's Aide helps the trained nurse care for patient at Bolling Field Hospital.

Junior Red Cross members make articles for servicemen in school workshops. Above they put finishing touches on ash trays for use in hospital day rooms. Below they work on canes.

Gray Ladies of the Hospital & Recreation Corps brighten life in a military hospital in many thoughtful ways: a birthday party complete with cake and gifts, a card game to pass the time, music - or a Gray Lady can even be depended on to anchor down a sleeve patch.

Staff Assistant Mrs M. Morrison shows a member of the armed forces how to find his way around in the Nation's Capitol.

Medical social workers are trained to relieve service men and women in hospitals of worries and problems that impede recovery. Above she has friendly word with girl from Coast Guard.

Hospital recreation workers arrange parties and entertainment both in wards and outside. Here she helps sailor in Naval Hospital with jig-saw puzzle.

Arts & Skills instructor, under supervision of Army Occupational Therapist at Walter Reed Hospital, helps bedridden patient relieve tedium by making useful and interesting articles.

Disabled veterans from Walter Reed Hospital get exercise and needed confidence in convalescent swimming courses given by the Water Safety Service.

1 CENT 1

THE CHAPTER MANAGER REPORTS

The first large peacetime fund campaign in the Chapter is now in progress. Our share of the Metropolitan Area quota of $1,573,400 is $1,352,500. Of this amount $552,500 goes to help finance the program of the National Organization. The balance of $800,000 is to finance the activities of the Chapter for the year beginning July 1, 1946.

In the year ahead, as the demobilization of the armed forces continues, an increasing number of veterans and their families will be turning to the Chapter for many types of assistance, including financial aid. A successful campaign in March will insure our ability to meet the need of the veterans.

The Chapter portion of the funds raised, in addition to service to veterans, will be expended in a greatly enlarged program of health and educational services to the community. For those still in service and the hospitalized serviceman, the Chapter will continue all of its wartime activities.

(Signed) Nat C. Wilson
Chapter Manager

Sec. 562, P. L. and R.

District of Columbia Chapter
Public Relations Department
1730 E Street, N. W.
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Director of Information Division,
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UNITED STATES POSTAGE

Amer. Red Cross Robinson

Chapter Digest

Mrs. Orla St. Clair, Editor
Vol. 3, No. 4 Washington, D. C. April, 1946

DEATH ENDS MABEL BOARDMAN'S LONG CAREER IN SERVICE OF RED CROSS.

IN MEMORIAM

The District Chapter has suffered an irreparable loss in the death of its founder, Miss Mabel T. Boardman. No one thinks of the Red Cross work in Washington or anywhere in the world without thinking of her name. She was appointed to the board of incorporators of the American Red Cross in 1900. Our own Chapter was organized in her home on Dupont Circle with a handful of members in 1906. From that time almost until this very hour she has been the guiding light, the moving spirit of our work in this community.

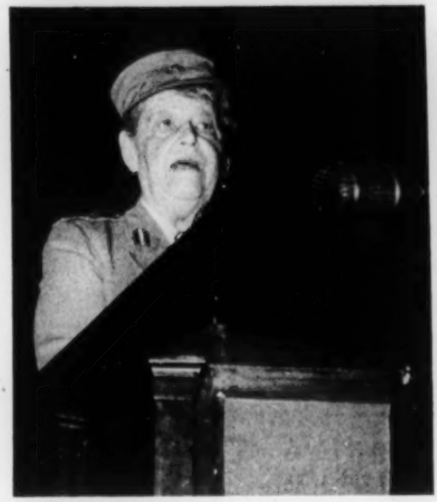
A few nights ago she stood before a large group of volunteers in Constitution Hall. Her voice was clear and strong, her thoughts unerring. She dwelt upon the volunteer spirit in a moving way. Those of us who heard her will never forget.

Speak of the Red Cross. Miss Boardman was the Red Cross when the idea was developing in this country. For nearly 50 years she was the living symbol of the volunteer spirit. No one will ever take her place.

John Clifford Folger, Chairman
District of Columbia Chapter
American Red Cross

The last public words of Mabel T. Boardman were heard on the night of February 26th at the great ceremony in Constitution Hall in which the District Chapter of the American Red Cross honored its World War II Volunteers. Speaking without notes and in a strong clear voice she moved many in the huge audience to tears as she said, "God bless you in your task of carrying into the future the work of this great organization."

On March 12th she stood with Red Cross nurses before the wreathed statue of Jane Delano. Dressed completely in brown she said laughingly "I feel like a little brown bird."



Miss Boardman Addresses Volunteers at Constitution Hall

Her warmth and zest for life were with her to the end. Less than a week later, on March 18th, she died. At her simple and beautiful funeral service her friends and co-workers filled the Washington Cathedral and 500 uniformed volunteers from the District Chapter entered in procession to pass her bier and take their places.

To trace Miss Boardman's career is to trace the growth of the Red Cross. In 1900 she first became associated with the small, loosely knit group that had been organized by Clara Barton as the American Red Cross. The national staff occupied a single room in the War Department offices in Washington. Three years later with the help of the Secretary of State and Secretary of War, she drafted the outline for the charter granted by Congress in 1904.

The Red Cross buildings in Washington are themselves a memorial to Miss Boardman, as it was largely through her efforts that the money for their construction was raised through private subscription and a congressional appropriation.

At her own expense she traveled throughout the country organizing local chapters and mobilizing the thousands of volunteers who served during the first World War. The Red Cross Volunteer Special Services were organized, the women put in uniform, and training courses provided through Miss Boardman's planning during the twenty years that she served as National Director of these services. Red Cross nursing service, first aid training programs, and life-saving instruction were all her creations.

I am sure that I speak for all volunteers when I say that our hearts are full today at the thought that Miss Boardman is no longer with us.

As the founder of our Volunteer Corps, she has been the inspiration of all volunteers for more than forty years and during all this time her selfless devotion to the Red Cross and her understanding and sympathy for human needs have made her the object, not only of our admiration, but of our deep affection. We in the District Chapter are particularly fortunate in having had the privilege of knowing her and working under her. The greatest tribute we can pay her is to carry on the work as she would have us do, not only today, but through all the years to come.

Mrs. David E. Finley, Chairman
Volunteer Special Services
D. C. Chapter

Miss Boardman was largely responsible for the organization of the International Red Cross Conference in Washington in 1912 and was delegate to the eighth International Red Cross Conference in London and the fifteenth and sixteenth conferences held respectively in Tokyo and London. She had served since 1919 as National Secretary and at one time was offered the national chairmanship but turned it down because she felt that people had more confidence in men executives. Up to the end she maintained her unflagging interest and devotion to the cause she had fostered.

Miss Boardman was born in Cleveland, Ohio on October 12, 1860 and was a descendant of Governor William Bradford of Massachusetts, and of Gen. John Mason, famous Indian fighter. Her grandfather, Joseph Sheffield, founded Sheffield Scientific School of Yale University. She was educated in American and foreign private schools and traveled widely in Europe and the Orient observing the work of the Red Cross.

She held honorary degrees from Yale, Western Reserve, Smith College, George Washington University and Converse College. For her Red Cross work in France, the French Government made her a Chevalier of the Legion of Honor. She was also decorated by the governments and Red Cross societies of Belgium, Japan, Portugal, Italy, Serbia, and Sweden. In Washington she is the only woman ever to have held the post of District Commissioner.

Dr. Roy Lyman Sexton, Chairman of the D. C. Chapter Safety Services, (above) and Miss Faustine Dennis, who headed the Canteen Corps' wartime emergency shock feeding (below) receive certificates of meritorious service in World War II from Miss Boardman at Constitution Hall ceremony.

RED CROSS WINS NEW VOTE OF CONFIDENCE.

Congratulations were the order of the day on Tuesday, April 9th, when hundreds of volunteers and officials of the 1946 Red Cross metropolitan area campaign heard the joyful news that the drive had reached 118.27% of its quota. Again Washington had taken its place in the front ranks of the nation's great cities by registering its support, in the most material way, of Your Red Cross.

Under the able guidance of Col. Richard H. Wilmer, an army of approximately 20,000 volunteer workers combed the highways and the byways of greater Washington to solicit 348,261 Red Cross contributions totaling $1,860,841. And still the final total had not been reached, as contributions continued to straggle into campaign headquarters at 1615 H St., N. W. The final audit of campaign results will be made on April 23rd.

Facing an unprecedented peacetime task, the fund raising organization has made an enviable record and has performed an invaluable service to the community, Col. Wilmer said. While other large cities in the country also have surpassed their goals, only one,San Francisco, had assumed such a large proportion of its 1945 accomplishment in fund raising.

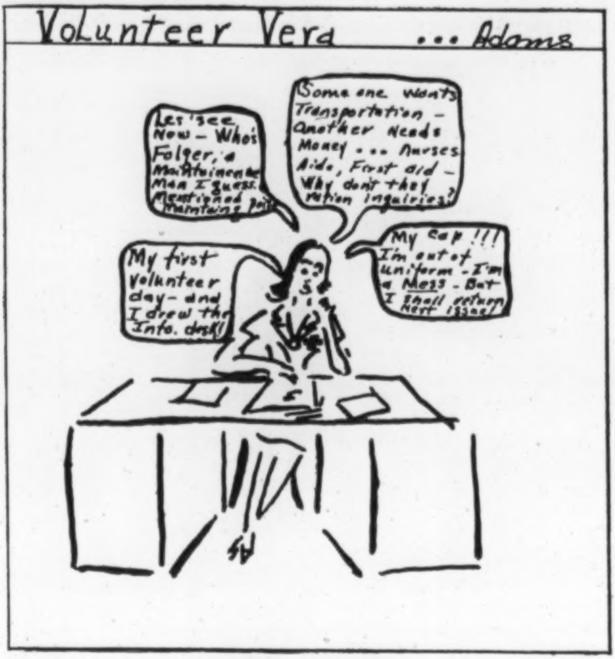
The simple fact that people were war-weary, tired of drives, uninspired by the patriotic fervor of the past four years, made this the most difficult of all Red Cross campaigns. However, the wholehearted response given this campaign is a tribute to the things Red Cross has done in the past and a mark of the people's confidence in what Red Cross must do in the future.

Every division of the campaign organization had exceeded its quota at the final report meeting. They are: Government division, 111.65%; General Business, 108.47%; Residential 116.23%; City division, 113.78%; Alexandria, 140.31%; Arlington, 140.51%; Fairfax, 110.40%; Montgomery, 159.19%; Prince Georges, 106.19%.

The booth division headed by Mrs. A. Peter Dewey, with no assigned quota, collected $25,824. Theatre collections amounted to $40,000.

At the final meeting, Col. Wilmer expressed his deep appreciation to all volunteers who gave so willingly of their time in the campaign. Special recognition was made of the fine work performed by the Canteen Corps, the Motor Corps, Staff Assistants, and Emergency Services who did so much to make the campaign a success and whose volunteer efforts so greatly reduced its cost.

Do you know that we supply blood donors to Walter Reed and Mt. Alto Veterans Hospitals each week? Donors are sent two days each week to each hospital. If you or any of your friends wish to donate, just call Mrs. Nita Russell on Extension 516.


Volunteer Vera ... Adams
Let's see Now – Who's Folger, a Maintainence Man I guess. Mentioned maintaining poi
Some one wants Transportation – another Needs Money ... Nurses Aide, First aid – Why don't they ration inquiries?
My first volunteer day – and I drew the Info. desk!
My cap !!! I'm out of uniform – I'm a Mess – But I shall return next issue!

NEWS BRIEFS

Miss Julia A. Thompson joined the staff of the Chapter on April 1st as Assistant Director of Junior Red Cross. Miss Thompson has been with the Red Cross since the summer of 1943 in the capacities of Administrative Assistant in both the Eastern and Southeastern Areas, and for the past 16 months has been General Field Representative for Eastern Tennessee. Prior to joining the Red Cross staff, Miss Thompson for some years taught in the high schools of Lexington, Kentucky.

At the request of the National Red Cross, Mr. John Givens, Director of Junior Red Cross, has been loaned for a short period to take an assignment in Czechoslovakia as Assistant Director of Civilian Relief with special duties dealing with the feeding of school children. In addition Mr. Givens will work with the Czechoslovakian Red Cross in re-establishing Junior Red Cross in that country.

Mr. Daniel A. Leonard, our Director of First Aid, Water Safety, and Accident Prevention, is minus his appendix after a short stay in Suburban Hospital.

Billy Mitchell, Red Cross Water Safety Instructor, gives boys at McKinley Tech Pool some pointers on keeping afloat.

WATER SAFETY SERVICE OPENS SPRING CAMPAIGNS.

With the coming of Spring and Easter vacations the Boys' Departments of the Central and Colored Y.M.C.A. and the southeast Boys' Club, with the assistance of the Red Cross Water Safety Service, are holding their annual Learn-to-Swim Campaigns for 8 to 18-year-old boys.

Classes will be run every hour on the hour from 9 A.M. to 9 P.M. at the "Y" and 9 A.M. to 5 P.M. at the Boys' Club during the school Easter vacation April 22nd to 27th. Boys will be assigned to classes by age groups, with all children of an age at the same hour. Younger children will attend the morning classes, older boys in the afternoon and the 16, 17, and 18-year-olds will be scheduled for the evening classes.

The Y.M.C.A. has been holding these spring swimming classes for many years with an annual enrollment of around 700. Some 450 to 500 boys complete the course each year and pass the Beginner's test at the end of the course. Joseph Coulter, the swimming director, is an authorized Red Cross Water Safety instructor and received his training at Camp Letts, Aquatic School last June.

This year for the first time the Southeast Boys' Club is joining the Y.M.C.A. with a Learn-to-Swim Campaign at the same time. George DuBock, also an authorized Red Cross Water Safety instructor, is swimming director.

The District Red Cross Water Safety Service has aided the program by helping to coordinate the efforts of the two organizations and by providing instructors where needed. Also they have helped promote the campaign by releasing publicity on the number of aquatic accidents in the District and the need for swimming instruction. Red Cross standards are used in the swimming classes and those who pass the Beginner's test at the end of the course are given Red Cross Certificates.

This spring Learn-to-Swim Campaign is just one phase of the local swimming program. The high schools and junior high schools that are near outdoor pools since 1942 have been giving swimming as part of the school's physical education program. From the middle of May until the close of school the students have their choice of taking swimming instead of their regular gymnasium course and some 3500 students usually participate. Instruction is handled by school physical education teachers who are authorized Red Cross Water Safety Instructors as well as Red Cross staff and some volunteer instructors.

Another swimming program is carried on during the summer in the outdoor municipal pools through the cooperation of the District of Columbia Recreation Department, Government Services, Inc., and the District Red Cross Water Safety Service. Red Cross instructors are employed by the Recreation Department to give free instruction each morning to children. Adults can get swimming instruction in the evenings, but must pay for pool admission. Life guards for the outdoor pools are trained by the Red Cross and must pass Red Cross tests to hold guard positions.

Wallace Haynes

A shiny silver dollar can mean a lot to a 10-year-old boy. It can mean 20 ice cream cones, 10 savings stamps, or several afternoons at the movies. But when Wallace L. Haynes, pupil at Davis School, was awarded a dollar on the Captain Cash radio program for a prize-winning safety slogan, he turned it over immediately to the Red Cross Fund Drive with a poem dedicated to Miss Mabel Boardman:

"A dollar for safety is small, you know
But the Red Cross sure can make it grow."

Pupils of the Davis School turned over $20 to the Fund Drive in addition to their contribution to the National Children's fund. Junior Red Cross reports that at the time the Digest went to press, twenty-six public schools had been heard from so far, and had turned over $2,850 during the Fund Drive, raised entirely by the students to carry on projects within the schools.

CHAPTER MANAGER REPORTS.

The first peacetime fund campaign of the Chapter has been generously oversubscribed, thanks to the generosity of the citizens of Washington.

This note of confidence on the part of our supporters will enable the Chapter to adequately meet its obligations to those still in service, to the wounded and to the veterans and their families.

In March of this year 2,989 veterans applied to Home Service for various types of help including financial assistance in the amount of $14,914.57. We can expect an increasing number of veteran cases in the months ahead. The volunteer and professional staff in Home Service stand ready to give to each veteran the service requested.

(Signed) Nat C. Wilson
Chapter Manager

Sec. 562, P. L. and R.

District of Columbia Chapter
Public Relations Department
1730 E Street, N. W.
Washington 6, D. C.

Director of Information Division,
Women's Bureau
Rm. 1316 Dept. of Labor Building
14th St. & Constitution Ave.
Washington 25, DC

Robinson

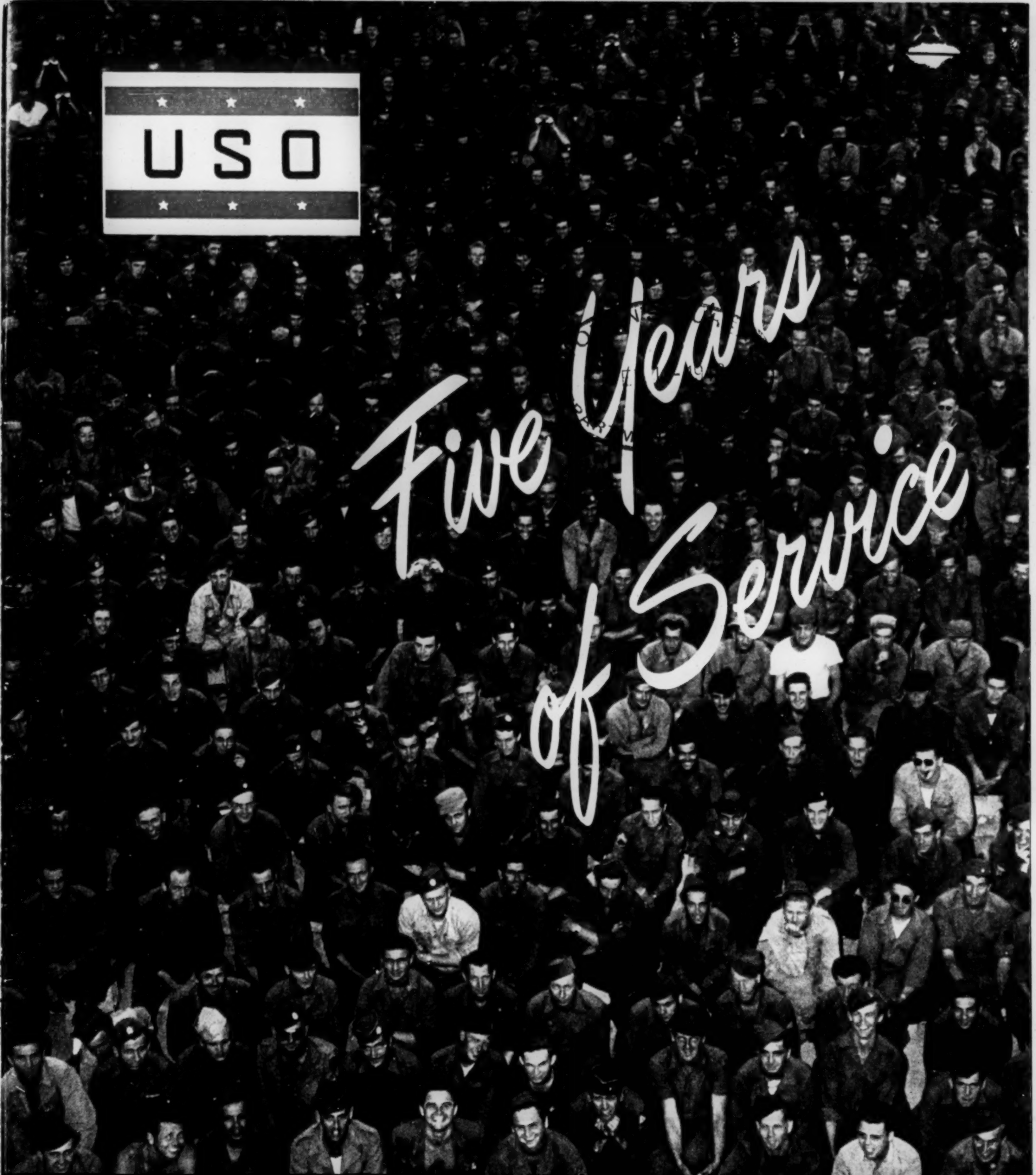
WOMEN'S BUREAU
FEB 1 - 1946
DEPARTMENT OF LABOR

DEPARTMENT OF PUBLIC INFORMATION
UNITED SERVICE ORGANIZATIONS, INC.
350 FIFTH AVENUE
NEW YORK, N.Y.

So that your copy of the annual report would arrive in time for USO's anniversary, we have undertaken the earliest mailing possible.

This copy is for your information; not for press or radio use before afternoon of February 4.

It is imperative that the release date on this report be observed as it contains announcements which will be made on a national basis February 4.



USO

Five Years of Service

USO

FIVE YEARS OF SERVICE

The USO was created by its member agencies to serve the nation jointly and cooperatively in a time of national emergency. It later was made the channel, by means of USO-Camp Shows, through which the entire amusement industry could make its special contribution to the entertainment and morale of the armed forces.

By its contract with the Federal Government, and still more through five years of financing by the whole American people who have given $200,000,000, the USO in its own right was made responsible for a large area of service, complicated but well defined.

It is fitting that a public report be rendered, giving an account of stewardship, reflecting the over-all organization as it exists at the moment, and calling attention both to elements of the shifting scene and to factors which must control the future course of USO.

Because the war is won but not yet over for millions of men, and because the transition from war to peace is a hazardous span in time, the report is rendered in some detail.

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USO AND THE RED CROSS

By direction of the War Department and concurrence of the Navy, welfare and recreational activities of the Red Cross and USO were outlined definitely to prevent overlapping of effort.

The Red Cross was recognized as the "sole non-military agency to operate with an expeditionary force," upon request of the Army. This kept USO clubs from Africa, Europe, China, Japan and other war theaters.

Outside continental United States, the Army and Navy dealt with the USO for Hawaii, Panama, Newfoundland, Bermuda, the Caribbean, Alaska and, in general, South America, with the Philippines added in 1945 after they were liberated.

USO-Camp Shows, Inc., was recognized as the sole agency for the procurement of professional theatrical talent in the United States for showing to troops overseas, performing only on military posts and in war theaters.

Late in December, 1945, USO-Camp Shows was entrusted also with the task of providing shows for 97 hospitals of the Veterans Administration, as well as the hospitals operated by the Army and Navy which are gradually being shifted to Veterans Administration control.

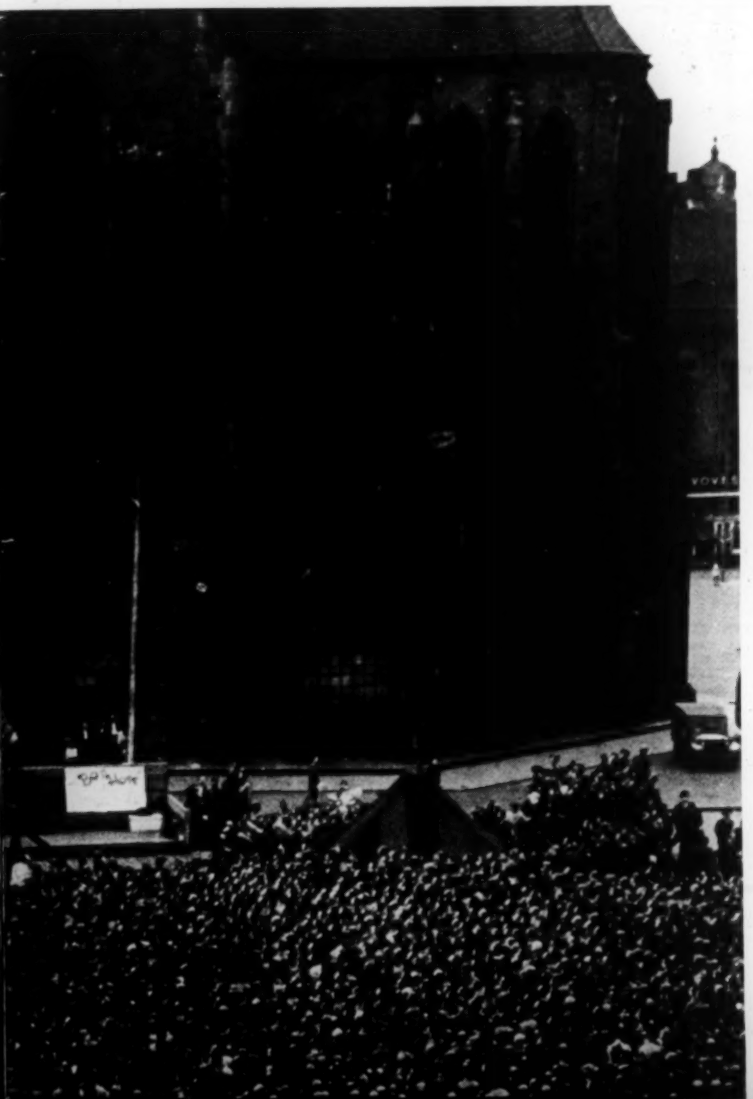
USO IN THE YEAR OF VICTORY

To the 14,000,000 men and women who have served or are serving in the armed forces of the United States, USO means a billion "touches of home" — an infinite variety of personal services ranging from the routine provision of writing paper to the convalescent care provided by USO hostesses specially trained to help wounded veterans readjust to civilian life.

Taking stock of these services on its fifth anniversary, USO finds that at its peak of activity, it was serving 1,000,000 people a day in one capacity or another, running up to more than 1,100,000,000 the total served since the organization started, February 4, 1941.

The number of operations, such as clubs, lounges and similar activities, reached a high point back in March of 1944, a total of 3,035. As training camps closed and the men went overseas this number declined, but the over-all volume of work increased.

The five-year peak of activity and cost came after peace in Europe and before the surrender of Japan. Redeployment of troops reopened many camps, doubled or vastly increased loads at various seaport cities, and produced movement of warships and vessels loaded with soldiers on so huge a scale the demand for service taxed USO to the limit. Expenditures climbed to $5,800,000 a month.



Current Operations

Even today five months after V-J Day — USO must still operate on a basis of $4,000,000 a month. Overall operations, aside from USO-Camp Shows, are carried on through nearly 2,000 units. These include 1282 clubs, nearly half of which are located near hospitals; 259 lounges and other services for men and women in transit; 82 mobile and maneuver units; 144 USO offices and 200 USO Councils (as of December 31, 1945).

This means that even though USO has responded to requests of the Army and Navy in opening new clubs and other installations — such as in the Philippines, Newfoundland and Labrador where large bodies of men are being kept on duty — it has been possible to effect a net reduction of 1,068 operations.

It is anticipated that before the end of 1946 the Army and the Navy will have completed their demobilization and will then be stabilized. A detailed study of the plans for domestic military installations of the Army Service Forces, Army Ground Forces, Army Air Forces, Navy and Marine Corps indicates that some 244 different communities will be subject to a major military impact beyond 1946 and perhaps through 1947.

Time-on-their-hands is turned to work-with-their-hands by crafts directors in USO clubs. Plexiglass work, such as RM 1/c Harry Bauer is doing at an Astoria, Ore., USO club, is currently popular with service men, along with ceramics, wood carving and leather work.

Domestic Club Operations

What types of services are being provided by USO? Those listed on the facing page are taken from actual club reports. They might normally be expected of USO. But every club director gets requests for many other services that are not listed in the program guides — and more often than not he manages to carry out the assignment. Like the time a hurricane hit Key West, Fla., and the USO was called on to house hundreds of storm-refugees, even to providing candle-heat, the only kind available for warming up babies' formulas. Or the day a group of GI's en route to a distant Pacific Island asked for 1,000 packs of assorted seeds so they could grow their own vegetables overseas. Or the Oceanside, Cal., club that checked a Marine's four-foot snake for the evening, because the Marine wanted to go to the movies while the snake didn't.

Sometimes the service begins before there is a club. The manner in which one club was constructed is typical of how community spirit has been crystallized into action through USO. This was in San Jose, Cal., early in the war. When representatives of the different elements in the community met to lay plans for a much-needed USO club, the trade union people said the best way they could help was by contributing their own labor. So they got together — the carpenters, the plumbers, the plasterers, the painters and other skilled workers in the building trades. Net result: one completely-furnished, fully-equipped model club house. Time of construction: *one day*.

There are many interesting stories to tell of the way in which the American people voluntarily picked up a war-time job and carried it out magnificently through these USO community activities. The town of Sayre, Pa., for example. One of the proudest days of Sayre's war-time record of serving 577,728 service men was, paradoxically enough, the time they closed the doors of their Valley USO Club and went home when they heard a troop train was due! But there was a reason.

It was one night last June, when the USO canteen had been told to stand by for three trainloads of the 86th Division, fresh from the ETO and en route to Tokyo. The three trains steamed into the station and pulled out. The USO people started to close up for the night when three more trains steamed in, crammed with hungry, thirsty, leg-cramped Black Hawks. By midnight, when the sixth train left, the USO pantry was emptied, all available private refrigerators and restaurants had been tapped, and cookie jars and milk bottles were drained.

"When we heard a seventh train was due, we just locked up and went home in a hurry," the chairman reported. "All we had left to serve was water."

Sayre's entire population just tops the 7,500 mark, but the monthly door count for the town's canteen was often triple that.

"A BILLION ACTS OF KINDNESS"

- Amateur dramatics
- Amateur nights
- Apple ducking
- Archery
- Art exhibits
- Art materials
- Arts and crafts
- Astronomy clubs
- Auction nights
- Badminton
- Bag checking
- Ballroom dances
- Bamboo craft
- Band concerts
- Barbecue parties
- Barn dances
- Baseball
- Basketball
- Bean races
- Bible classes
- Bibles presented
- Bicycling
- Billiards
- Bingo parties
- Birthday parties
- Block printing
- Boat trips
- Boating
- Bobsledding
- Book reviews
- Bookbinding
- Bookkeeping
- Books to read
- Bowling
- Boxing
- Bridge games
- Calisthenics
- Camera loans
- Campfire circles
- Canoeing
- Canteens
- Card game lessons
- Cartooning classes
- Chain dinners
- Charades
- Charcoal sketching
- Checkers
- Chess
- Child day camps
- Children's days
- Children's story hour
- Church transportation
- Chinese checkers
- Christmas parties
- Cigarettes
- Circus dances
- Civil Service advice
- Club newspapers
- Coasting
- Coconut craft
- Coed picnics
- Community sings
- Contest prizes
- Conveying messages
- Cooking contests
- Cooking lessons
- Costume balls
- Cots
- Counselling
- Cowboy dances
- Cribbage
- Croquet
- Crossword puzzles
- Dark rooms
- Darts
- Date bureaus
- Debating
- Deep sea fishing
- Discussion groups
- Dominoes
- Door prizes
- Doughnut clubs
- Dramatic groups
- Dunking contests
- Easter prayers
- Employment advice
- Entertainments
- Etching
- Fashion shows
- Father's days
- Fellowship hours
- Fencing
- Financial Aid
- Fireside hours
- First Aid classes
- Fishing parties
- Flag Day celebrations
- Flower clubs
- Football
- Formal dances
- Fortune telling
- Forums
- Frame making
- Gardening
- Glee clubs
- Go-to-church groups
- Golf
- Group guidance
- Guest nights
- Gym classes
- Hair-styling classes
- Halloween parties
- Hamburger fries
- Hammocks
- Handball
- Handwriting analysis
- Harmonica contests
- Hay rides
- Health clinics
- Hikes
- History classes
- Hobby corner
- Hockey
- Home hospitality
- Home hours
- Horseback riding
- Horseshoe pitching
- Hospital visits
- Housing service
- Hula dances
- Hunting parties
- Hymn sings
- Hypnotism exhibitions
- Ice cream suppers
- Ice skating
- International groups
- Jam sessions
- Jiu jitsu instruction
- Joke telling contests
- Journalism study
- Juke box jamborees
- Kiddie checking
- Kitchen privileges
- Knick-knacks
- Knitting lessons
- Language classes
- Leathercraft
- Lectures
- Legal advice
- Library service
- Light lunches
- Linoleum carving
- Literary clubs
- Location of people
- Lost and found
- Magazines
- Magic and trick clubs
- Make-up instruction
- Marshmallow roasts
- Math lessons
- Medical assistance
- Mending service
- Miniature golf
- Minstrel shows
- Modeling
- Moonlight sails
- Mother's clubs
- Mother's days
- Movies
- Music lessons
- Musical instruments
- Musicales
- Nature study
- New Year's parties
- Newspapers
- News talks
- Nursery schools
- Nutrition study
- Oil painting study
- Outdoor dances
- Overnight lodgings
- Package wrapping
- Parties
- Phone home prizes
- Photo supplies
- Photography classes
- Photography clubs
- Pianos to play
- Picnics
- Picture puzzles
- Pin tail on donkey
- Planning honeymoons
- Ping pong
- Pinochle tourneys
- Plane trips
- Plaster casting
- Plastic moulding
- Play reading
- Poetry hours
- Pool
- Popularity contests
- Portrait sketching
- Pot luck suppers
- Pottery making
- Prayer books
- Pressing uniforms
- Puppets; Marionettes
- Public speaking
- Publicity classes
- Quiz programs
- Quoit games
- Radio making
- Radio shows
- Reading rooms
- Record making
- Recorded music
- Referrals to agencies
- Religious services
- Rest facilities
- Rhumba lessons
- Roller skating
- Rosaries, medals, etc.
- Round table talks
- Rowing machines
- Sailing
- Savings service
- Scavenger hunts
- Science classes
- Scrapbook service
- Sculpturing
- Sewing buttons
- Sewing chevrons
- Sewing instruction
- Shaving material
- Shell craft
- Shipping packages
- Shoe shine equipment
- Shooting
- Shorthand-typing
- Shopping trips
- Shower baths
- Shuffleboard
- Sightseeing tours
- Silhouette making
- Skee ball
- Skiing
- Sleigh rides
- Slide rule classes
- Snack bars
- Soft ball
- Song-guessing games
- Spaghetti feeds
- Speakers
- Special events
- Spelling bees
- Sports equipment
- Square dances
- Stainless steel work
- Stamp clubs
- Stunt nights
- Sunday breakfasts
- Supervised child play
- Surf fishing
- Swimming
- Swimming races
- Taffy pulls
- Tall story sessions
- Tap dance lessons
- Tennis
- Tournaments
- Thanksgiving dinners
- Town Hall forums
- Transportation aid
- Treasure hunts
- Twilight vespers
- Veteran information
- Vocal concerts
- Vocational films
- Volley ball
- Waffle shops
- Waltz nights
- Washing and ironing
- Water color painting
- Water polo
- Weaving
- Wedding arrangements
- Weight lifting
- Whist
- Wiener roasts
- Wood burning
- Wood carving
- Wood working
- Wrestling
- Writing paper
- Writing rooms

USO—"THE HOME AWAY FROM HOME"

MORNING . . . NOON . . . NIGHT . . .
From a desert to a dance in one day!

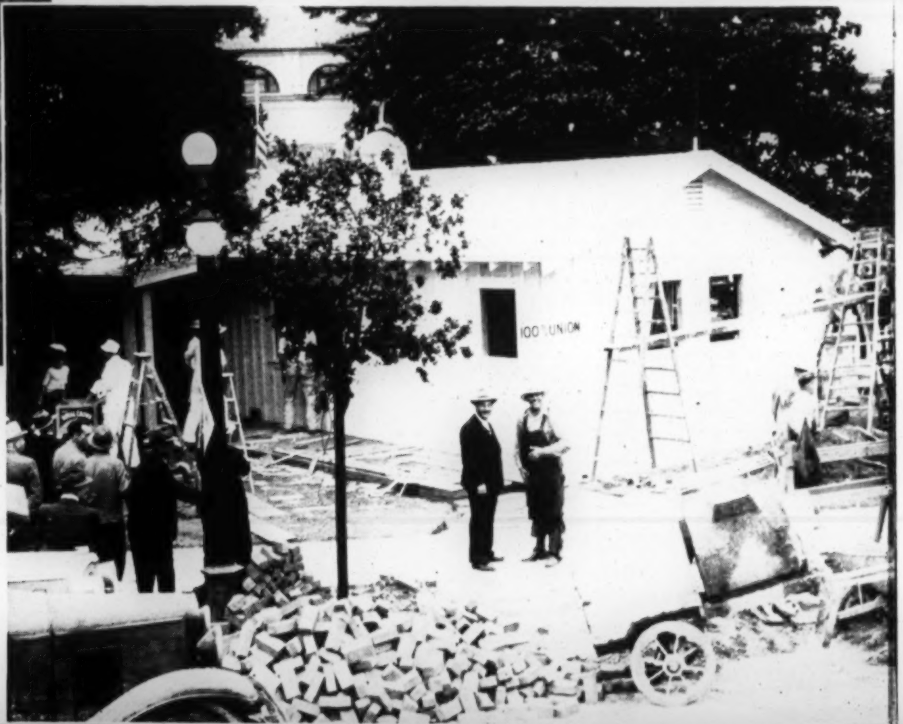
COMMUNITY COOPERATION

It is because individuals and organizations in a community cooperate in supporting and participating in USO activities that USO is able to render its multitude of services. Such cooperation ranges from the 1,970 community organizations working together to make the USO program possible in Detroit, Mich., and the 1,600 different groups cooperating in Los Angeles, to tiny hamlets like Pittsburg, Cal., whose 10,000 population has taken care of approximately 900,000 service men in its USO centers.

Community spirit rose to the emergency from the very start. There was Wendover Field, Utah . . . over 12 communities nearby furnished the building materials, equipment and manpower — with the aid of Air Forces personnel — to erect and put into operation a USO club in ONE DAY. To celebrate, they held a dance that same evening! *(Pictures at left)*

Another "one-day wonder" was San Jose's USO hospitality house, pictured below, with all materials donated and organized labor giving its services free.

Among countless other USO's offering going examples of what community spirit can achieve are Philadelphia's USO-Labor Plaza, built by labor contributed by AF of L and equipment from CIO, and, at Pittsburgh, Pa., the magnificent USO Variety Club Canteen, which came into existence through the cooperation of the trade unions and the chamber of commerce.



TRAMP . . . TRAMP . . . TRAMP . . . Such was the grinding wear of GI footgear on the floor of San Diego's Army & Navy Y.M.C.A.-USO Club, that the "ten-year" tile flooring had to be replaced in less than ONE year. Traffic in this club reached a new high in 1945 — just short of 8,000,000 for the year, or nearly equal to the total manpower in the Army of the United States as of V-E Day. Average DAILY attendance amounted to more than the war strength of an infantry division, two battleships, and a cruiser added together!

The other extreme may be found in big-city clubs that handled huge volumes of men, like Philadelphia's famous Benedict Club, where 30,000 men a month checked in for a night's sleep, a shower, swim, meal, game or dance. Or Honolulu's five-story downtown club that uses a ton of bananas and 250 gallons of ice cream every day for banana splits alone, and where one man is kept busy all day long doing nothing but breaking eggs.

In the big cities the question was how to keep a lonesome service man from getting lost among the crowds of local citizenry. In places like Jacksonville, N. C., where the population is 873 and the Marines from Camp LeJeune ran up a total of 90,260 visits to the USO club last August alone . . . in such places, the question often was how to keep the town from getting lost among the service men.

For Troops in Transit

Since the inception of USO, some 19,500,000 individual services have been given by 181 USO Travelers Aid Service units which have operated at some time during this period. Peak month was July 1944, when 136 units gave 661,000 services, almost twice as many as 115 units in December 1945.

BUNK CALL
UPPER
UPPER
11:30
LOWER
12:
LOWER
11:30

"Call me at 12—" registers PM 3/c Walter Babcock of Haverstraw, N. Y., seeking a few hours' sleep at the Syracuse USO transit lounge.

TRAVELERS AID
IN
CO-OPERATION
WITH
U.S.O.
TRAVELERS AID

(At right) Sea-legs get their bearings when the Atlantic City Travelers Aid charts the right course for this Navy father and his family.

Also at transportation terminals and junctions are the USO Troops-in-Transit lounges. Since Pearl Harbor, more than 70,000,000 attendances have been registered. Of this total more than one-third — 28½ million — were clocked during 1945. Attendance has doubled in many spots since V-J Day. Tentative figures show December 1945 to be the peak month, with close to 3 million service men and women using the 145 lounges. Unchallenged champion is the lounge in Pennsylvania Station, New York City, with a record of more than 5½ million visits. Even the lounge with the smallest attendance has served nine thousand service men and women in two and a half years.

Coffee, doughnuts and cigarettes, an easy chair, are the first demands of troops in transit as they pass through USO lounges on their way home, on pass, or just waiting to catch a bus back to camp. There is an endless procession night and day; they read magazines and newspapers, play a radio or phonograph, eat, rest, work jig-saws, play chess and checkers; are given tickets free for movies and radio broadcasts.

Relatives are a large part of the scene too: the mother and father who want to wait four hours in the lounge to see their son; the soldier's wife and baby with no place to sleep; the distressed father who came 1,500 miles to see his son, but doesn't know what company or camp the boy is in; the mother whose son boarded a train for the West Coast an hour before she arrived.

Clubs-on-Wheels

Up to December 31, 1945, men and women in the armed forces were the recipients of some form of Mobile Service in 50,000,000 instances.

By the end of 1945, visits by mobile units to armed force installations of all kinds averaged 3,775 a month and the number of service people being served monthly was 548,000. Materials distributed during the last six months of 1945 exceeded 6,000,000,000 USO envelopes and postcards, 60,000 religious articles, 36,000 books, 150,000 magazines, 78,000 games and (greatly needed) 1,944,000 books of matches.

Aside from the usual first-run movies, dances, recorded shows, radio, games and such, mobile unit workers did some odd things: sponsored a possum hunt, taught GI's in the jungles how to tell poisonous snakes from harmless reptiles, assisted an Army searching party hunting a crashed blimp, served coffee and cigarettes to service men fighting forest fires, gave movie shows in a Navy fire-crash boat, hauled firewood for miles to USO clubs, chopped Christmas trees, taught service men and women how to ski, skate, swim and fish.

Inaugurated to serve troops on maneuvers and isolated garrisons and outposts, this service has already been cut more than 50% and for some time has been confined largely to service to the Coast Guard and to the American guards at prisoner of war locations. This work will be further reduced speedily, and probably terminated this year.

(Above left) In the Skagway, Alaska, USO, Mrs. Fred Nord's chevron-sewing skill brings "a touch of home" to Corp. Benito Trevino of Kansas City, Mo.

(Above right) On the roof of one of Manila's six USO clubs, above the war-scarred city, two GI's chat with Filipino junior hostesses.

USO Overseas

As men and women of the Army and Navy were scattered over the islands and various countries of the Western hemisphere, USO followed. Its Overseas units put up the familiar red-white-blue USO club sign in Hawaii, Alaska, Canada, Newfoundland, Bermuda, Cuba, Puerto Rico, Jamaica, Trinidad, Canal Zone, various Caribbean Islands, Brazil, isolated spots along the coast of South America, and the Philippines.

The Army, Navy and Marines were in strange lands. They were lonely; they were homesick; they wanted something to do and think about when off duty. To meet these needs USO had a peak total of 178 Overseas units operating. As millions of men returned home, the number of Overseas units was reduced until at the end of 1945 there were 144 going. Even with men being redeployed and discharged, the 1945 overseas attendance figures showed an average of 3,000,000 monthly.

In some overseas areas entertainment started with hurriedly assembled variety shows, and developed into real entertainment units of GI and junior hostess talent. Those who couldn't sing or act constructed stage settings, served as carpenters and electricians.

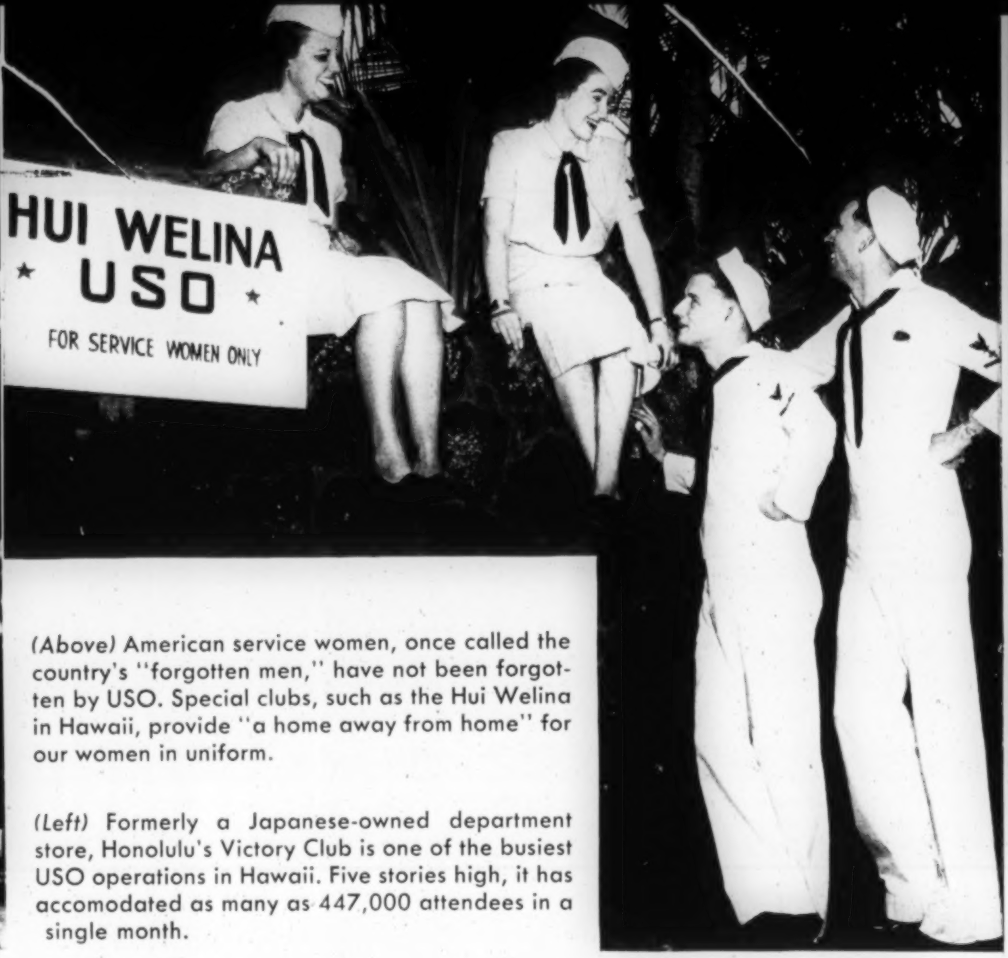
The most extensive USO Overseas club operation was in the Hawaiian Islands, where every Pacific fighting man landed at one time or another. At peak, there were 76 such clubs and services in operation. At the end of 1945, 27 of these clubs and units remained open. All but 12 clubs planned to close by December 1946.

In Hawaii, USO was given six weeks early in 1945 to erect two clubs for the Fifth Marines, on their way back from Iwo Jima. The Army, Navy and Seabees pitched in. When the transports arrived, the clubs were ready.

For sustained operations, the list is led by the pier-side shows given on both sides of the Canal Zone to "floating audiences" of soldiers, sailors and marines — a 24-hour-a-day schedule, seven days for five weeks. None of these men could leave their ships. They sat or stood or swung over the rails, life-boats and masts. They hung from stanchions and shouted and whistled, applauding the untiring efforts of amateur and professional show people.

One of the most thrilling and exhaustive services performed by USO, with able assistance from Red Cross, Army-Navy and local volunteers was in the Zone after V-E Day. Official word came that nearly one million men would be coming through the Canal — battle weary, redeployed troops — American troops on the way to the Pacific. The services of the Cristobal USO Club were commandeered by General George Brett, who erected a barricade to keep out everyone except troops from Europe. The Army even chopped six windows out of the club walls to make room to feed the men; here alone more than 100,000 men were served.

In other places in the Zone food and coffee were served and entertainment devised for more than half a million men. Even two transports full of Canadian and Australian troops, all of whom had been war prisoners for at least four years, were welcome. Army



(Above) American service women, once called the country's "forgotten men," have not been forgotten by USO. Special clubs, such as the Hui Welina in Hawaii, provide "a home away from home" for our women in uniform.

(Left) Formerly a Japanese-owned department store, Honolulu's Victory Club is one of the busiest USO operations in Hawaii. Five stories high, it has accomodated as many as 447,000 attendees in a single month.

hangars were taken over. Some hostesses and entertainers worked 20 hours a day. There were continuous movie shows. With V-J Day, the process reversed itself and USO pitched in and granted every possible wish of 150,000 sailors and marines coming home from the Pacific.

Clubs in the Philippines

General MacArthur's first concern on liberating the Philippines was for clubs where the tired fighting men could rest and relax. But Manila was a tragic city, just dust, shelled and blown-up buildings, piles of rubble. Batangas was another devastated area and so was Taal. Quickly buildings were rebuilt or patched up; some materials shipped from the States and Hawaii; USO personnel flown in. Finally ten clubs, some of them makeshift, most of them windowless and doorless with walls pock-marked by shell-fire, were in operation. At least there were chairs, coffee, hot dogs, some ice cream and movies.

The clubs were jammed with service men immediately. Four hours after one club had opened, its Stateside Hometown Register had 750 registrants, with every state in the Union represented. Attendance for December alone totalled 643,000 for nine of the ten clubs in operation.

In other outposts GI's were taught languages — Spanish, Tagalog, Portuguese, native dialects. In Natal, Brazil, 5,000 to 7,000 eggs (sometimes with bacon) were served weekly in two USO Clubs. GI's stationed on the Amazon River were taken up river by boat so they could swim in unpolluted waters. Alligator hunting parties in native boats (kayucas) was a pastime in Cristobal, C. Z.

Service men in Newfoundland learned "squidjigging" — dropping a heavy fish line with large hook and a weight and bringing in cod, which they cooked at USO. A unit of entertainers was flown by plane to Galapagos Island. The GI's, each with a pet goat sitting at his side, watched the show in the rain for three hours. Gold-panning trips were held in Alaska. GI's in Brazil learned all about rubber plantations.

It has already been possible to effect radical reductions in USO operations in Brazil, the Antilles, Panama and Hawaii. So far as we know now, there will remain through 1947 two important clubs in Alaska, two in Newfoundland, two in Bermuda, three in Puerto Rico, two in Cuba, one in Trinidad, six in Panama, eight in Hawaii and ten or more in the Philippines.

Cold statistics can actually paint a glowing picture: — during the four years (1942-45) of overseas

"*WANTED AT ONCE:*

100 Japanese-American Hostesses"

That was the S.O.S. sent out by the Nyack, N. Y., USO Club, when a contingent of Nisei troops stopped in for their final leave before shipping out. Nyack wanted to give them a farewell party.

Within a few hours, 112 girls were on their way from New York City and, as the pictures show, the party was a success. "A grand time and some swell memories," wrote Pvt. George Inai, one of the soldiers. "We're on our way now and hope to return soon."

Yes, these men were on their way — as replacements for the badly shot-up 100th Infantry Battalion. You've heard about the famous 100th Battalion . . . Of the 1,200 Japanese-American doughboys in the outfit, 1,000 earned the Purple Heart, 44 the Silver Star, 31 the Bronze Star, 9 the Distinguished Service Cross and 3 the Legion of Merit Medal! . . . the same fighting unit that came forward with the first contributions to the National War Fund in Hawaii, when the men were in training there.

operations for all activities, attendance was checked at 104,819,151.

For Service Women and Service Wives

"I'd just be lost without the USO," said a young wife in Dover, Delaware, attending an Army wives luncheon. Her companions echoed her statement. This group, one of many throughout the country, prepared a weekly get-together luncheon. While they congregated in the dining room, their babies slept in a row of perambulators in the club lobby. During the war years, many women who wished to keep their families together followed their husbands to camp towns and ports of embarkation. Some settled there temporarily, some permanently, waiting and hoping for their husbands' return. Others have joined their men at posts where they are scheduled for lengthy duty.

In all these cases the wives have been able to look to USO for the only recreation and companionship they could receive in a strange town. Help with travel planning, information on housing, play-pens for children, arts and crafts classes, discussion groups, layette clubs, and the development of other social groups, has been the tangible contribution to wives of men in the service.

From the Nyack, N. Y., USO "Chins Up!" Club to the "Foreign Legion" group in the South — whose members were all wives of service men overseas — to the "Ladies-in-waiting Club" of Albuquerque, New Mexico, and the "Heirborne Division" of the Rockingham, N. C. USO, young wives have found companionship and courage in the company of other wives living under the same strained and temporary conditions of wartime.

Today they are benefiting from the USO educational program for wives. Materials sent from USO are used for discussion groups to help the young wife to understand her husband and herself, and to plan intelligently for making or rebuilding a home. And these special USO services are valued by the men as well.

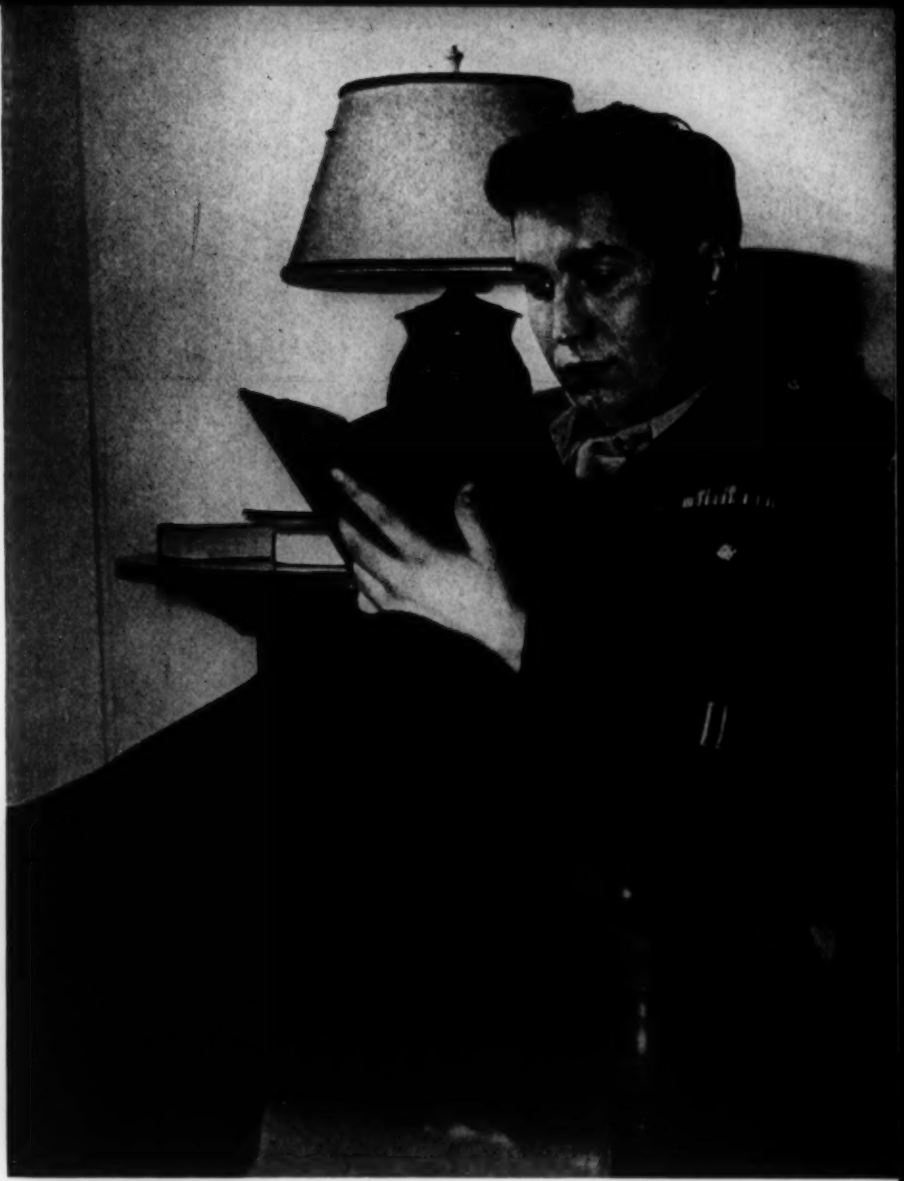
"Just one glimpse of flowered wallpaper is enough to make me feel at home." This longing cry of a young Wac, living with thousands of others in military barracks, typifies the contribution the USO makes to women in uniform. In special clubhouses in Washington, Seattle, Los Angeles, Hawaii and other places, and in special rooms gaily decorated with flowered wallpaper and chintz curtains, and with cosmetic bars and lots of space for washing and ironing, USO tries to make a place for homelike living for young service women off-duty.

USO and War Production

During wartime USO services in some 200 industrial communities helped maintain the morale of men and women working in the great war plants and living in dangerously over-crowded boom towns.

(At right) Religious and educational activities receive the same emphasis in USO clubs as they do in the average American home. Here, at a USO in Taunton, Mass., Cpl. T/5 George Eiff, stationed at Camp Miles Standish, devotes some of his off-duty time to the reading of the Scriptures.

(Below, left) This Well-Baby Clinic at the former industrial USO club in Buchanan, Mich., shows interracial harmony in action. Red, white and black are the colors of the smiling faces pictured here. As changing needs cause the withdrawal of operations from certain areas, USO frequently finds that its work is carried on by the community itself. Such was the case in Buchanan, whose citizens saw in the facilities established by USO a valuable social legacy.



Recreation at USO cooking classes and teas, community sports programs, arts and crafts work, "state night" parties helped to offset the fatigue and loneliness of newcomers in war plant communities. Actual program costs were largely assumed by the war workers themselves.

USO provided for the whole family unit — not just for the working members alone. San Diego's USO organized the Junior Commandos to take care of the natural exuberance of lively youngsters. Buchanan, Mich., had a baby clinic at the USO. Services such as these were multiplied many times over.

Atomic bomb workers managed to relieve some of the pressure of work and strain of complete isolation and secrecy, thanks to recreation facilities provided by USO in two major construction areas near Knoxville, Tenn., and Pasco, Wash.

With the war won, USO decided that its industrial work should properly be transferred to local responsibility. With the exception of several cases directly concerned with civilian employees of the Army and Navy themselves, this withdrawal will be complete by the end of this month, February, 1946.

Interracial Service

USO has consistently adhered to its primary purpose of serving men and women in uniform irrespective of creed or race. Its service to minority groups, and particularly to Negroes has steadily improved. Our insistence upon equivalent services for all has resulted in better relationships, not only with the men and women in service but with communities as well.

Educational and Religious Activities

Aside from the professional entertainers of Camp Shows and the clerical and maintenance staffs, the mainspring of all USO service has been the relatively small nucleus of 3,000 professional workers. Nearly all of these have come from fields closely akin to USO, nearly all of them have graduated from intensive basic orientation courses, and all have been kept in continuous touch with developments through Training Conferences and Staff Institutes. In 1945, 37 Regional Institutes and Refresher Courses were conducted in spite of transportation difficulties. There is of course a complete program of instruction and education for the volunteers. With the end of the war and with the return of hundreds of thousands of service men to civilian life, greater stress is now being placed upon rehabilitation education. Information is offered to service men on all topics currently in their thinking — schools, vocations, trade and business opportunities, the GI Bill of Rights, — most of the work being carried on through clinics conducted by community experts. In support of these projects, the USO and its six member agencies have published or distributed more than 200 different booklets and pamphlets on educational and religious subjects.

All of the clubs have continued to carry on religious programs, and many — where churches are unavailable — conducted services, hymn sings, Bible classes, and religious discussion groups, more than 70,000 religious programs having been recorded in the past twelve months. The Salvation Army itself functions practically as a religious denomination. The YMCA has had a permanent staff of Protestant ministers engaged in developing closer cooperation with community churches and camp chaplains. Both the NCCS and the JWB have supplied important auxiliary chaplain service, where men of those faiths are not in sufficient numbers to warrant having their own Army or Navy chaplain. In such cases, the USO has paid no salaries but has covered the cost of rendering the service.

The member agencies have continued to supply literature of the three faiths, and some 20,000,000 religious articles have been annually distributed here and overseas. During the year 1945 alone, more than 55,000 pocket testaments and Bibles were issued by YMCA, The Salvation Army and YWCA; 500,000 mezuzahs and 300,000 abridged prayer books were distributed by the National Jewish Welfare Board. Since the inception of USO, the National Catholic Community Service has furnished some 4,000,000 medals and crucifixes, and some 3,750,000 rosaries. Men coming out of battle with literally nothing have been supplied with fundamental religious articles.

THREE LETTERS:

From a flier overseas —

"Nothing has boosted our morale so much as the good laugh we had."

From a GI service publication —

"The curtain went down and the GI went down the street thanking somebody for bringing him this bit of America, this wonderful land he calls his own."

From a sister —

"My brother . . . says . . . it is so terribly lonely there that many of the fellows would have cracked up long ago if it weren't for the occasional diversion provided by the USO-Camp Shows."

USO-CAMP SHOWS

The American service man was in the open desert and in the dense jungle; in the frigid Arctic, and the Persian Gulf with the thermometer at 120 degrees. Yet to most of those places the troupers of USO-Camp Shows were sent to do their work — to give shows for the service people. Maybe the show consisted of an accordion player, or a unit of five variety performers, or it might have been a complete musical comedy cast, chorus and all.

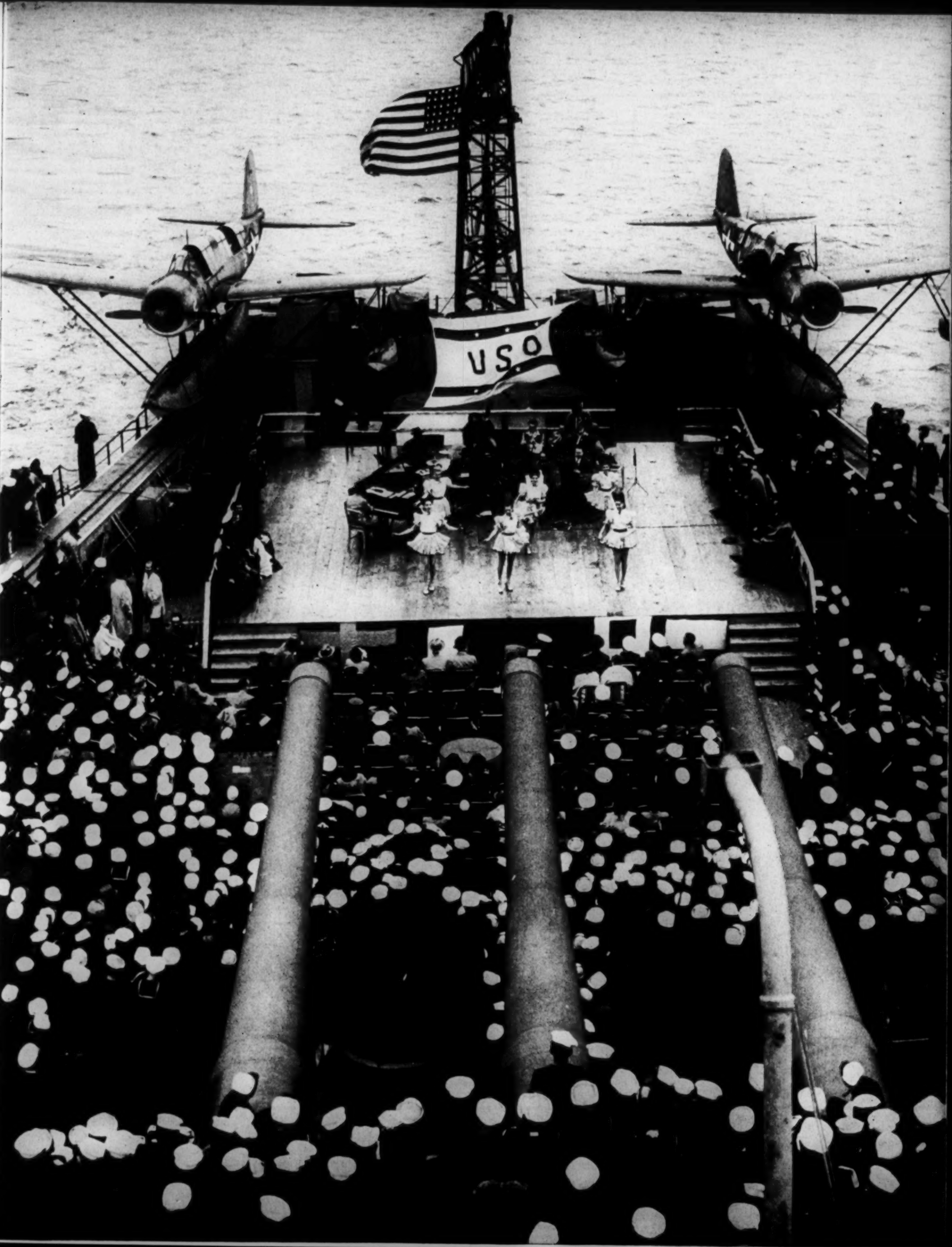
The USO-Camp Shows people performed in training camps, and they put on shows within 500 yards of the fighting lines. They traveled by jeeps and peeps, by trucks and ducks, by tank and weapon carrier; by plane over the hump into China; in small boats through ocean storms to isolated beachheads and island outposts. They went to find the soldier, sailor and marine who was doing the fighting.

In Italy once a whole show unit took official time out to undertake at its own risk a visit too perilous for official assignment. This was to a small town held at the moment by Americans, but which had changed hands five times in as many weeks. The men fairly cried with joy at the very sight of the troupe.

USO-Camp Shows played or sang on stages of all kinds, from packing cases and truck platforms to the most famous European opera house. One play at Cape Gloucester in the South Pacific was presented on a 12 x 12 platform lighted by pocket flashlights. Another show was staged on the deck of a warship under searchlights of a nearby destroyer.

When the Clipper plane crashed in Lisbon harbor in 1943 one USO-Camp Show girl died, five were saved. Two of these went right along with their show

(*At right*) The deck of the USS North Carolina, anchored in Boston Harbor, made a fine stage-setting for USO entertainers during Navy Day week last October.


USO

Gertrude Briefer danced in Newfoundland hospitals, Australian rest camps and Persian desert stations, running up enough mileage to circle the world six times.

USO entertainers even traveled by breeches buoy. Johnny Gill of Novelaires troupe is swung aboard an LST grounded off Leghorn, Italy.

Men of the 44th Tank Battalion, during a lull in their operations in southern Luzon, enjoy a field show brought right up to the front.

schedule, the other three went back to shows for the service men just as soon as they were out of hospitals. In all, 17 Camp Shows performers were killed on duty.

More than 4,900 entertainers went overseas in more than 700 units scheduled for tours lasting from three weeks to six months or more.

700 Shows a Day

These troupers gave more than 300,000 performances overseas and in the United States, and at the time of peak action in 1945 THE CURTAIN WAS RISING ON 700 SHOWS A DAY for the benefit of service personnel. The shows have played to audiences totalling 172,886,314.

Regardless of this figure, many of our service men and women never saw a USO-Camp Show, due to the sheer limitation in the number of performers available, the vastness of the theater of war and insurmountable transportation difficulties.

Amazing mileage records were set up by some of the performers. One tap dancer covered 150,000 miles in eight overseas trips of 23 months; other show people went 100,000 miles in less than two years. They ate with the soldiers; sometimes they served them at mess; they sat and talked about home, helping break the grip of tragedy, or fatigue, or the loneliness and boredom of isolated lookout and guard posts.

One unit in the Pacific landed on an island to find that the soldiers knew just how many performers there were and had figured to the second that each soldier could sit and talk with an entertainer exactly three minutes by stop-watch.

Stark drama followed some of the artists. One singer in a hospital near the Anzio beachhead was hailed by a soldier: "Will you sing for me? . . . I'm going to die. Will you sing 'Abide with Me' at my funeral?" Two days later, in the rain on Anzio beach, she fulfilled her promise.

No amusement organization in the world ever produced so many shows so quickly, and sent them with so little loss of time to places where they were so badly needed.

On the Normandy beachhead a show troupe of 43 men and women landed as soon as the beach was secured. Two hours later they gave a two-hour show and then moved forward toward the front lines to give repeat performances.

Other USO-Camp Shows followed our troops into 42 different countries and dozens of islands. The troops never knew whether they were to hear a Metropolitan Opera star, or get a song and dance act; whether it was to be the "Foxhole Ballet" or "Oklahoma" or Shakespeare.

Camp Shows were not limited to theatrical entertainment. The sports world contributed champions in baseball, football, tennis and practically every sport.

Expansion After Victory

By early 1945 USO-Camp Shows was functioning on a tremendous scale. It seemed like the maximum output. But then came V-E Day, and the program doubled . . . V-J Day a few months later and the program doubled once more!

With cessation of fighting in Europe had come a call for "delivery at the earliest possible moment of all the entertainment that can be provided." Within 90 days 60 new entertainment units composed of 665 entertainers were assembled, produced, tried out, and shipped to Europe.

Hardly had USO-Camp Shows officials recovered, when V-J Day came, and with it an even bigger entertainment order:

> The Army and Navy wanted 86 additional units for the Pacific, totalling 1,205 persons, all to be sent within 90 days! *And they were.*

In the view of military authorities, any curtailment of Camp Shows programs "would in all probability be a serious blow to troop morale," to quote a War Department memorandum dated December 7, 1945 — exactly four years after Pearl Harbor. "The men in the Philippines (Manila *not* excepted), Guam, Kwajalein, Saipan, Okinawa and other island bases are particularly in need of this kind of entertainment," according to the memorandum.

To illustrate the need in the Japanese occupation area, the War Department report continues:

> "The writer happened to be in Sasebo a few days later when (Danny) Kaye and (Leo) Durocher gave their single performance before the Marines of the Fifth Amphibious Corps at that Japanese city. This show had three times been postponed by one day because Kaye and Durocher were literally stolen by entertainment starved units on their way down from Tokyo and obliged to put on completely unscheduled shows at these installations. Incidentally, this show had been the object of similar piracies at every point at which their plane put down between Honolulu and Manila — further evidence of the acute entertainment starvation so prevalent throughout the Pacific."

On a stage mounted on two trucks backed together, and protected by camouflage net, Jessica Lee danced for an armored unit just behind the lines in France.

Life was 1/3 hoofing, 1/3 truck travel and 1/3 living out of helmets for Dolly Reckless and Mary Carnevale, trouping in Europe a month after D-Day.

F.P.A., John Kieran and Clifton Fadiman of "Information Please!" went GI and washed their own mess kits at the enlisted men's dish-laundry overseas.

In the rain and slimy mud of Luzon, "the Fighting 32nd" stood for hours

to see and hear and laugh, when a USO-Camp Shows unit hit their base.

The Hospital Circuit

Meanwhile, USO-Camp Shows was expanding its Hospital Circuit. By the end of October, 1945, a cumulative audience total of 3,372,000 in 192 separate hospitals had been entertained through 15,360 auditorium and ward performances.

Their beneficial effect on patients has drawn many letters of commendation from Army and Navy doctors. One interesting example of physical aid came when a little comedienne was singing to a ward full of injured men. When her last note died away a young boy suffering from nervous paralysis forgot he couldn't use his arms, and applauded vigorously.

Beginning March 1st USO-Camp Shows will also provide regular entertainment in Veterans Administration Hospitals, of which there are now 97 in operation, and many more due to be opened soon. General Omar N. Bradley requested this extension of Camp Shows schedule in order to provide veterans with "suitable entertainment as a means of speeding their recovery."

Hospital Sketching

The Hospital Sketching program is one phase of hospital work, started in April, 1944, and reaching a peak during 1945. More than 180 illustrators and

The Navy pipes down while Larry Adler pipes up! . . . at Fleet Hospital 107, New Caledonia.

portrait painters have done some 36,164 sketches of wounded service men.

Doctors discovered that this activity had great medical and therapeutic value and frequently contributed to the patient's recovery.

The original picture drawn in the hospital ward, together with negative and positive photostats, are sent free of charge to whoever is designated by the person sketched.

Often the artists are told — "Don't draw me the way I am now. Draw me nice for Mom so she'll know I'm all right."

Treasured possessions are these hospital portraits — especially in those homes where gold stars are substituted for blue.

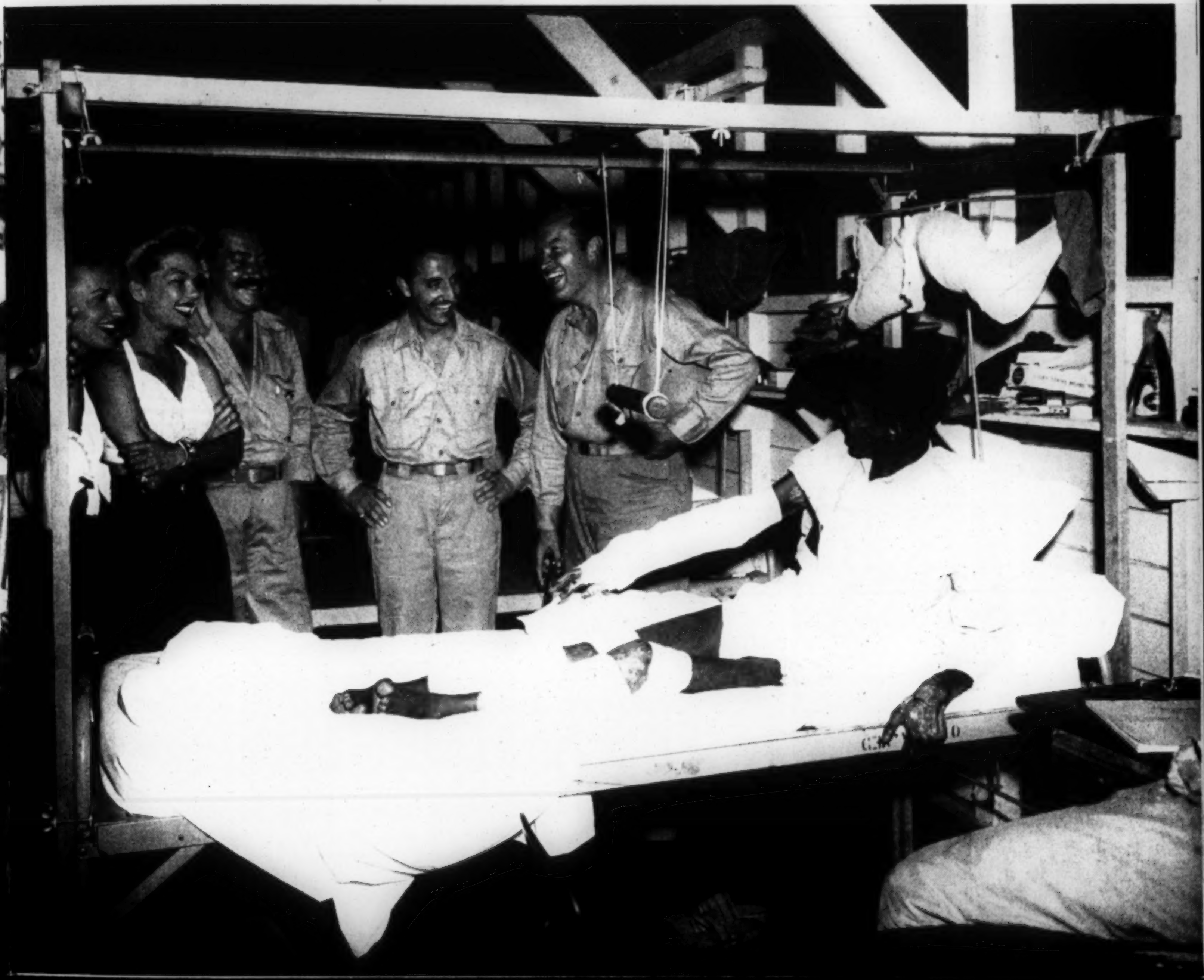
CONVALESCENT SERVICES

ONE of the most vital jobs for USO is with the war casualties.

There are 527 USO clubs located near 168 military and naval hospitals. These clubs, which originally provided a link between home and military service, are now frequently the convalescent veteran's first contact with the normal life of the civilian community.

In these clubs there has been considerable adaptation of program, since different disabilities created

Bob Hope and his gang are sharing a laugh in the 122nd Station Hospital, New Hebrides.



(Left)

Private Jimmy Cohen of New York City grins for two reasons: No. 1, he's back in the U. S. after going through France, Ardennes, The Bulge; No. 2, he has been joined by his son, David Lee Cohen, aged two, at the Atlantic City USO.

(Right)

Many a wounded veteran learns that his disability need not cut him off irrevocably from normal civilian life. Here a soldier and Junior Hostess Lucille Massa play Chinese checkers at a Battle Creek, Mich., club outside Percy Jones Army General Hospital.

different types of needs. For example, in a USO club serving a hospital for blinded men, the furniture must always be placed in exactly the same place. And for amputees, USO club directors must see to it that they are not segregated, but are mixed with others in small groups; that the lighting of the rooms is subdued; that there are comfortable chairs and couches available, that if, for example, the activity is a dance it is cabaret style with small tables and chairs around; that slow music is played; and specially trained junior hostesses are provided. Self-confidence is encouraged; self-consciousness dispelled.

Service wives have moved into these clubs in full force and frequently volunteer as hostesses. The Army encourages wives of hospitalized veterans to come and live nearby during the period of convalescence. They help bridge the gap between military and civilian life. Incidentally, this adds to the USO club load. It has become commonplace to find service wives in the club kitchen making up baby's formula or practicing on their cooking.

VOLUNTEERS

From the beginning, USO has been essentially a volunteer organization. Not only was this the deliberate design of USO, but it also was essential, if the organization was to discharge its responsibility of providing a channel by which many thousands of patriotic civilians would participate in the total war effort.

Before the United States became involved in the war, about 25,000 volunteers were on duty in the various clubs, lounges and allied activities. So great was expansion after the United States entered the war that the volunteer peak in June, 1943, found nearly thirty times as many volunteers registered—739,000 to be exact. Today's figure is about half a million.

The greatest number of people offered their time and services to USO at the very time when the manpower shortage in American industry was greatest. Many worked a full day or night at a war industry, and then put in many hours at USO work.

This service by volunteers ranged all the way from the charwoman who came to one club every Sunday morning to polish the tableware, to that of Governors, bank presidents and industrial leaders who served at snack bars or helped with personal advice.

A widow who sells baked goods from a wagon all week taught service parties the art of sailing every Sunday on her sloop and an apparel shop manager turns out hundreds of pancakes every Wednesday night at a Chicago club. One USO volunteer arranges weddings and receptions for the girls who come out to be

married to their sweethearts at a nearby base. Another has plucked well over a thousand uniformed wallflowers from the wall by teaching them how to dance. Individual "specialist" workers have run up such astronomical accomplishments as processing 81,399 crossword puzzles for enjoyment overseas, mixing 12,000 waffles and baking 92,532 cookies.

Volunteer service has changed and grown with the emergency. In the first USO days, the club and other work was comparatively simple. Food for snack bars, music for dances, girls for partners; comforts such as a place to sit and read, or write, or talk; showers with plenty of soap and towels. These met the great needs of the time.

The year 1945 saw a great change in USO service. Men began returning from the war. Some were not wounded; others were. They needed more than a dance and a glass of milk. They required a more personalized service, more attention to their individual needs.

So the USO volunteers were trained to meet this situation. More and more time was devoted to indi-

Putting the gleam of welcome on the door of a USO club, Mrs. Harry Truman adds another hour to her USO service record. The First Lady is one of Washington's most faithful volunteer workers. The morning after V-J Day she was busy at work in the club's kitchen frying eggs.

Serving 489,664 sandwiches in three years, senior hostesses at USO railway canteen of Danville, Ill. (population 37,000) recorded some gastronomical statistics . . . 32,276 loaves of bread, 6,425 pounds of cheese and 1,539 gallons of peanut butter were used in the sandwiches they made.

vidual talks, conferences and suggestions. More serious opportunities were offered, such as classes in arts and crafts; "quiet" rooms for men who enjoyed classical music recordings; group discussions on current events, veterans' rights and business opportunities.

Convalescent Care

Convalescent men began coming to USO clubs, and they too had a special need. The staffs and senior and junior hostesses in more than 500 clubs near general hospitals were taught to overlook physical handicaps; to avoid asking questions which might offend a service man sensitive to the fact his wounds might keep him from normal living.

Discharged service men and women, who had enjoyed USO clubs and other activities when in uniform,

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DEDICAT
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THE ARMED F
OF OUR COUNT
AND ITS ALLIES FOR
THEIR COMFORT AND
ENJOYMENT

(Above, right)

Almost every USO club in the country has one woman simply known as "Ma" to the boys. In the Philadelphia JWB-USO, "Ma" is Mrs. Israel Goldstein.

The marines at Ft. Mifflin, down the river from Philadelphia, first gave her the title when she adopted the little-known ammunition base because it was overlooked by most organizations. Ma does things like that. In return, the marines adopted her — they get her down there every year to cut the Marine Corps birthday cake.

She first served service men in the years after World War I, when she entertained and visited in the wards of the Philadelphia Naval Hospital. Now, on the board of the JWB-USO, Ma Goldstein plans and attends about fifteen parties a month at nearby and not-so-near bases and hospitals. That's equivalent to one every other night, and it's just a minimum. She also chauffeurs service parties, distributes gifts on holidays and works in the canteen itself every Saturday and Sunday night. The USO 5000-hour pin she earned is in addition to civilian defense and Red Cross service awards.

(Right)

Birmingham's Mrs. Myrtle Feeney reports for volunteer work at the YMCA-USO Club every night at 6 p.m. This allows her a quick dinner after her eight-hour day behind a department-store glove counter, before she checks in for her five-hour stint at the club checkroom and snack bar. On holidays and vacations, she is on duty at the USO twelve hours a day, and she doesn't miss a day.

Mrs. Feeney, who volunteered in December 1941, and has had continuous charge of the checking and snack bar hostesses ever since, has recently completed her 8,860th hour of USO service.

Former Staff Sergeant George G. Fallick liked an Atlantic City USO club so much he came back after discharge, as a volunteer worker. Here he is checking Pfc. Harry L. Ginsberg's blouse at the club. Both men are from the Bronx, New York City.

are now expressing their appreciation by serving as volunteers themselves, helping relieve the wartime volunteers and staff workers.

In the five years of USO, 165,000,000 hours have been recorded by its volunteers. Hundreds of them have given 5,000 hours or more each to his work, with occasional reports showing 8,000 hours, 10,000 and higher records of service.

Young and old participate in volunteer service. There are those who serve on committees; senior hosts and hostesses, snack bar workers and office aides; those who perform such special services as sewing on buttons or chevrons, managing check rooms, planning entertainment, giving information; the leaders in arts and crafts classes, dramatics, forums, music discussions and athletic activities.

There are the junior hostesses, who spend long hours dancing; who organize picnics or swimming parties; who are trained not to look for romance in USO clubs, but to be gracious and charming to all; who make the clubs places of fun and good fellowship.

And there are youngsters who also find useful things to do — boys, who empty ash trays, help in check rooms, or run errands; girls, who make cookies and candy, wash dishes and help in many other ways to relieve older sisters and mothers.

As much as the USO is indebted to its volunteers, rarely have they in turn failed to express their appreciation of this opportunity to give voluntary service. Take the case of one mother in an upstate New York community whose son was killed. She came to a USO club and offered to do something behind the scene, like washing dishes, because she did not feel like meeting people, yet wanted to do something for the boys and girls in service. Wash dishes she did, for nearly a whole year, until suddenly she found she was not alone. She WAS with people. She WAS talking with other women. She had come out of her emptiness and loneliness through service.

The story of the USO volunteer has become one of the more thrilling chapters in the history of cooperation between American races, creeds and groups.

AFTER V-J DAY

In the five months since V-J Day, USO has been going through a period of reconversion. There have been drastic changes in the quantity, character and location of the operations.

The USO programs have had to keep in tune with the whole demobilization program of the Army and Navy. Fully half of the men and women in the Armed Forces have been discharged, but over 6,000,000 are still in service, and new inductees are going into service every day.

In many communities club attendance figures, instead of going down, have reached new highs since V-J Day. This has been true particularly on the Pacific coast, where each month's attendance in one city alone has increased by 160,000.

There are two principal reasons for this. In the first place, it is obvious that the faster the rate of discharge the more men there are in separation centers and on the move across the country. Secondly, there is a liberalized policy in granting passes and furloughs to a greatly increased proportion of the men. As a result, a given club may experience a greater load from a camp now accommodating 10,000 service men than it previously received from the same camp when it was filled to the maximum capacity of 50,000.

THE FUTURE OF USO

The time has come to give a definite answer to the question, "When will the USO consider its wartime mission accomplished and terminate its operations?"

The American people themselves, whose sons and daughters the USO has served, who have contributed $200,000,000 towards its support, have the right to know how much longer the USO will operate and how much further financing will therefore be needed.

The Army and Navy require the answer in order to

USO-sponsored Home Hospitality does much to help restore self-confidence and ease of social contact to the wounded veterans at Newton D. Baker General Hospital, Martinsburg, W. Va. Here a group of Purple Heart heroes are tackling a sumptuous turkey dinner at the country farm of Dr. and Mrs. H. S. Whitacre. Almost every Sunday the Whitacres, in cooperation with the Martinsburg USO Club, welcome a GI contingent at their "country USO."

At Zamboanga, Mindanao, in the Philippines, service men crowd around the platform and even perch on the bamboo stockade when the USO-Camp Show comes to town

plan completely for the tasks of occupation, hospital care, demobilization, and peacetime military and naval operation.

The USO itself, and its six member agencies, need to know in order to administer effectively and economically the liquidation of a complex and international structure of staff, equipment and plant.

And finally, the question is of major personal interest to at least half a million USO volunteers — men and women in every State and in overseas territories whose selfless and never-ending labors have been the essence of the USO as the service man's "home away from home."

As yet, it is of course impossible to say with any degree of assurance or finality how long the "USO" type of service should be continued, how that function should be fulfilled in a peacetime world, under what precise auspices the work should be done, or how it may most advantageously be financed.

These questions cannot be answered until the Army and Navy are themselves in a position to say specifically what kind and extent of armed forces we will have; until the public is prepared to express its desires as to what type of relationship should continue between the people of our Democracy and the men in service; and until the six member agencies of the USO have had opportunity to determine in the light of changed circumstances what sort of service they wish to render the new peacetime Army and Navy, and under what conditions.

The successful conclusion of the war does not, cannot, and will not return the United States to its prewar status. New factors of size and of scope have entered the picture.

Quantitatively, we shall not soon again have an Army and Navy of merely a quarter of a million men. It is clear even now that our armed forces in the postwar period must be numbered in the millions — and thus present a totally different problem.

Post-War Morale

Qualitatively, it is also clear that the national interest calls for putting our post-war armed forces on the highest possible level of morale, not merely in terms of professional proficiency, but also in terms of international public relations. That our Army and Navy should be expert goes without saying. But it is also important, if not at once so obvious, that wherever the military task lies overseas the spirit and attitude of our armed forces will have much to do with the spirit and attitude of other countries toward the people of these United States.

The armed forces of the United States have demonstrated in the years of winning the war what must be equally true in the years of winning the peace; they are ambassadors extraordinary, carrying the authentic quality of the American people to the rank and file of the people of the world.

How well they play that role is obviously a question of training and morale. Official studies and tabulations made by the Army reveal that the number one personal sacrifice for three-quarters of their men is "leaving home and friends." This heavily underscores the value of providing a "home away from home."

Therefore, the American people themselves must face the fact that their armed forces will be far greater in number, should be much greater in peaceful influence, and for both reasons must be sustained at a high level of morale.

The USO was formed to serve a temporary purpose; it is operating under temporary agreements; and it has been financed and supported as a war-related organization, wholly devoted to a war-related aim and wholly free of any vested interest in self-perpetuation. It neither seeks nor shirks any specific responsibility, but the particular responsibility it did assume in 1941 will have been discharged by the end of 1947.

Therefore, the Executive Committee and Board of Directors of USO have unanimously affirmed the following decision:

"USO will complete its wartime, demobilization and reconversion services December 31, 1947.

"In the meantime, the member agencies of USO which will have peace-time responsibilities in serving the armed forces will appraise those responsibilities in the light of the future plans of our country for the armed forces and, giving consideration to the pattern of cooperation set by USO, will determine in what fashion those responsibilities can best be discharged."

L. F. Kimball

February 4, 1946 *President*

FINANCIAL REQUIREMENTS

The accompanying statements and chart reflect the cost of operation during the calendar year 1945. Although the disbursements for 1945 totalled $56,000,000.00, the cost for the fiscal period of the National War Fund, which ran from October 1, 1944, to September 30, 1945, amounted to $57,000,000.00. Following V-J Day, USO in presenting its cash requirements to the National War Fund for the twelve months following September 30, 1945, reduced its approved budget by an amount of $10,000,000.00 and asked only $52,000,000.00. Later, the National War Fund deemed it advisable to make the 1945 appeal its last and to finance its member agencies to December 31, 1946. The estimated cash requirements of USO projected for this 15 months period totaled $61,000,000.00. It now seems possible for USO to reduce its estimated cash requirements during this extended period by an additional $5,000,000.00, thus effecting an over-all reduction of $15,000,000.00.

USO will conduct its own campaign next September and October with a goal sufficient to cover minimum service requirements through 1947.

SUMMARY OF RECEIPTS AND EXPENDITURES

for the Period from January 24, 1941 to December 31, 1945

CONTRIBUTIONS			$184,218,491.00
January 24, 1941 to December 31, 1944		$127,216,481.00	
Calendar Year 1945		57,002,010.00	
EXPENDITURES			179,316,254.00
January 24, 1941 to December 31, 1944		$122,463,151.00	
Calendar Year 1945		56,853,103.00	
EXCESS OF RECEIPTS OVER EXPENDITURES			$ 4,902,237.00
Allocated as follows:			
Imprest Funds and Advances			$ 3,027,761.00
Member Agencies		$ 2,024,415.00	
Others		1,003,346.00	
Inventory of Supplies			114,220.00
Net Operating Cash			1,760,256.00
Cash in Banks		$ 2,288,496.00	
Less:		528,240.00	
Reserve for Property Restoration	$500,000.00		
Federal Income Tax Withheld, etc.	28,240.00		
Total as above			$ 4,902,237.00

STATEMENT OF EXPENDITURES
for the Calendar Years 1944 and 1945

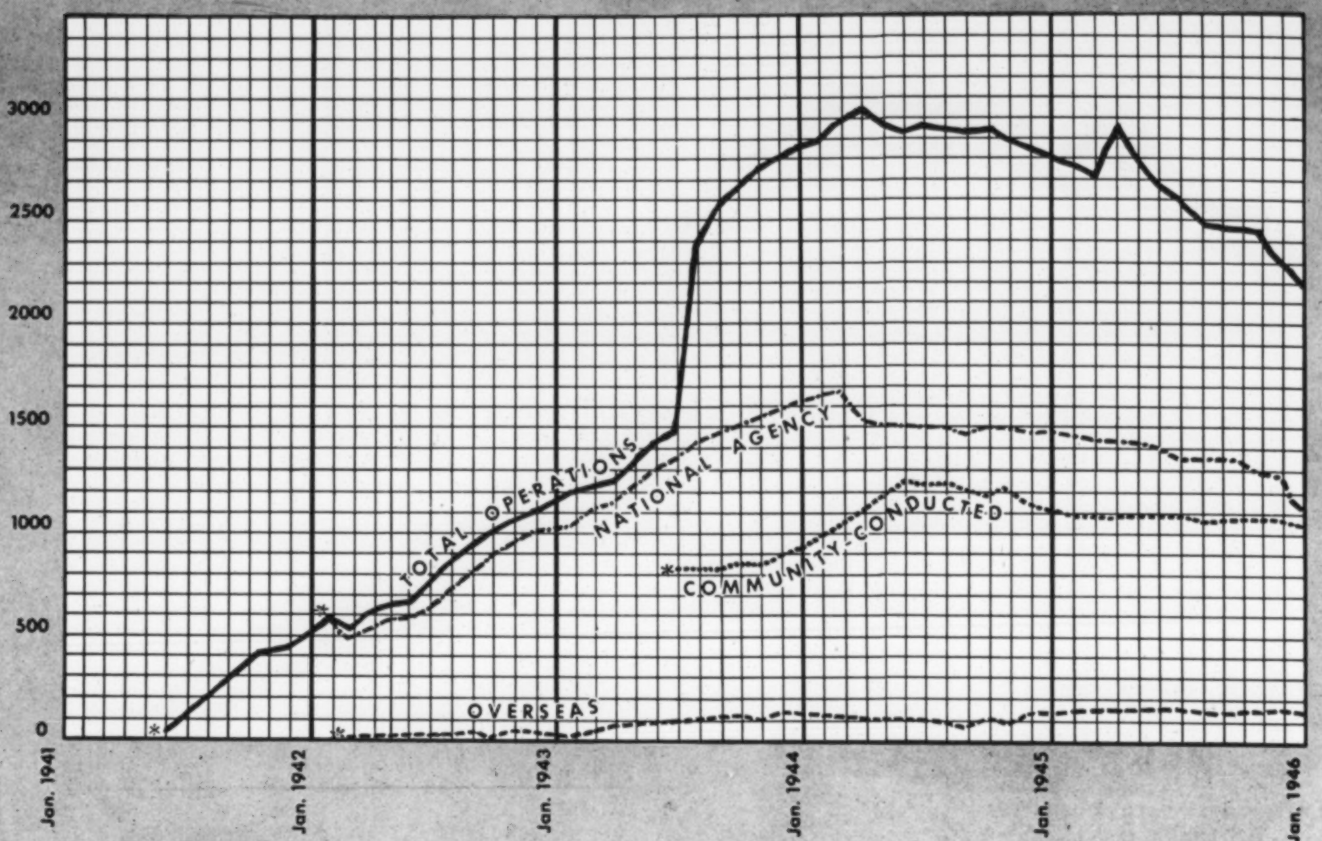
	1944	1945
GENERAL SERVICES		
Agency Unit Operations	$22,135,973.88	$20,825,455.00
Mobile Field Operations	1,322,485.74	1,136,767.00
Overseas Unit Operations	2,587,709.76	3,300,874.00
Overseas Advances charged as Prior Year Expenses	(255,086.29)	(173,755.00)
Community Conducted Operations	4,155,579.26	4,385,796.00
USO-Camp Shows, Inc.	10,129,000.00	16,607,523.00
Program and Religious Materials	2,014,298.29	1,568,322.00
Special Program Personnel Expense	457,822.51	384,600.00
Training	410,034.42	312,042.00
Total	$42,957,817.57	$48,347,624.00
PROPERTY EXPENDITURES		
Automobiles	$ 273,464.25	$ 124,387.00
Equipment and Improvements of USO Occupied Buildings	3,175,080.34	1,864,769.00
Total	$ 3,448,544.59	$ 1,989,156.00
REPAIRS AND REPLACEMENT EXPENSE		
Automobiles	$ 96,264.01	$ 224,915.00
Equipment and Renovations of USO Occupied Buildings	1,366,090.24	1,358,165.00
Total	$ 1,462,354.25	$ 1,583,080.00
SUPERVISION AND GENERAL EXPENSE		
Regional Supervision — U. S. A.	$ 1,841,815.25	$ 1,948,998.00
Overseas Supervision — Headquarters	211,092.71	158,166.00
Public Information Service	292,045.87	285,663.00
Insurance	327,438.45	287,042.00
Accounting and Auditing	472,813.08	500,365.00
General Administration	2,066,907.07	1,986,622.00
Total	$ 5,212,112.43	$ 5,166,856.00
SPECIAL APPROPRIATIONS — FOREIGN GRANTS	$ 27,901.25	$ 39,392.00
Gross Expenditures	$53,108,730.09	$57,126,108.00
Less — Income		
Proceeds from Sale of Equipment	$ 50,440.40	$ 259,635.00
Cash Discounts	14,059.06	13,370.00
Total	$ 64,499.46	$ 273,005.00
NET EXPENDITURES	$53,044,230.63	$56,853,103.00

NOTE: The figures presented above for the calendar year 1945 reflect actual expenditures for eleven months ended November 30, 1945, estimated Agency expenditures for the month of December and estimated Overseas Department expenditures for the months of November and December. The figures presented above for the calendar year 1944 have been adjusted in accordance with accounting practices used during 1945; however, the "Net Expenditures" total has not been affected.

The accounts of United Service Organizations, Inc. are under continual examination and audit by Messrs. Lybrand, Ross Bros. and Montgomery, Certified Public Accountants. The foregoing statement has not been specifically reviewed by the Auditors, however, since the fiscal period used for auditing purposes ends at June 30th. An audit as of June 30, 1945 was completed by Lybrand, Ross Bros. and Montgomery and the certified Report of Audit dated November 14, 1945 was distributed to the Members of the Board of Directors.

Issued by the Comptroller, December 31, 1945.

USO OPERATIONS
1941-1945



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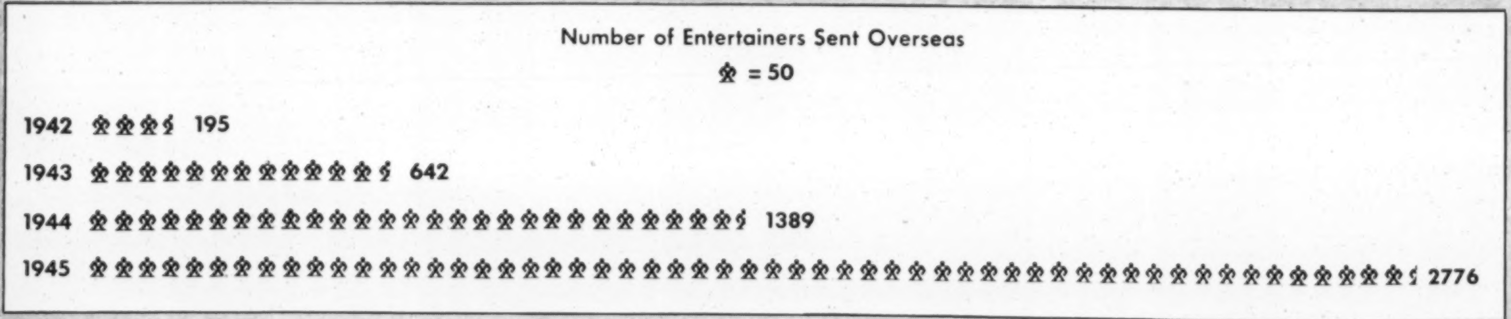
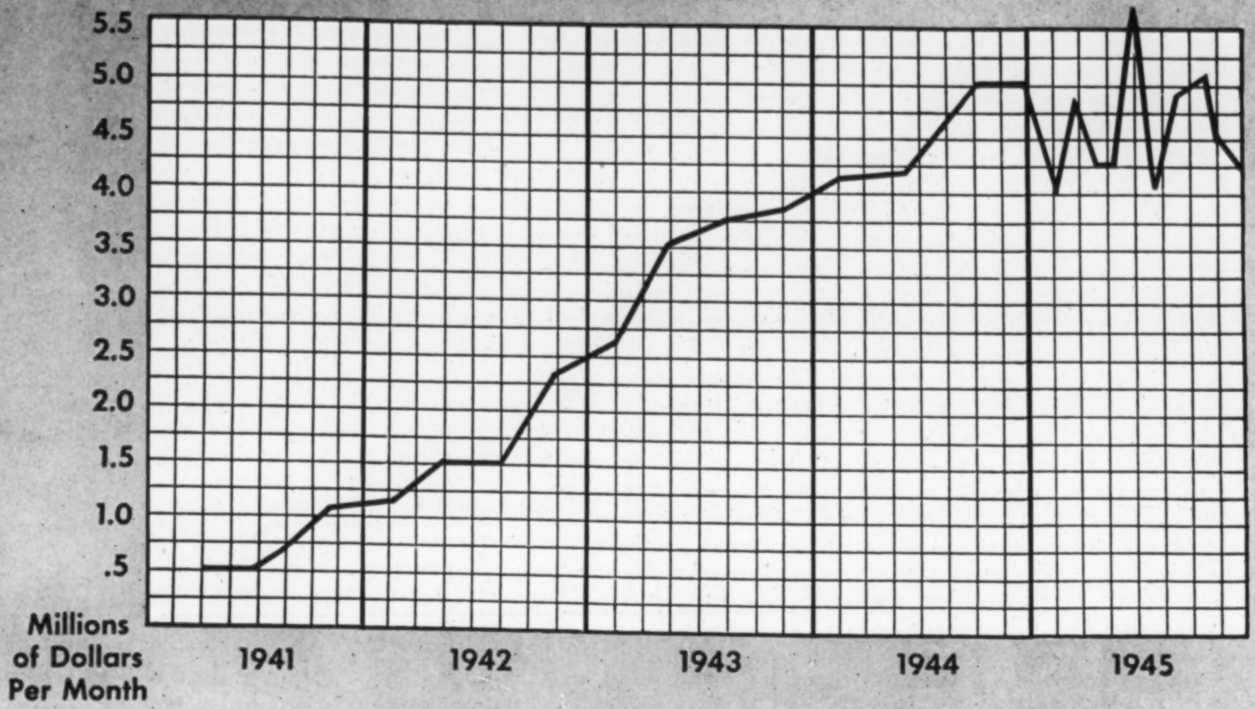
U S O CAMP SHOWS
1942-1945


Number of Entertainers Sent Overseas

USO EXPENDITURES
1941-1945



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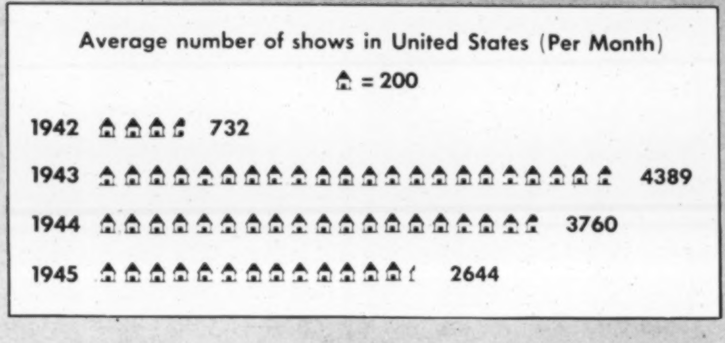

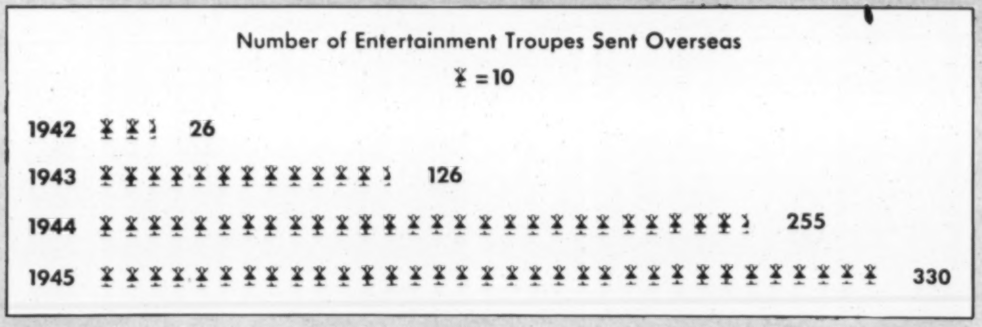

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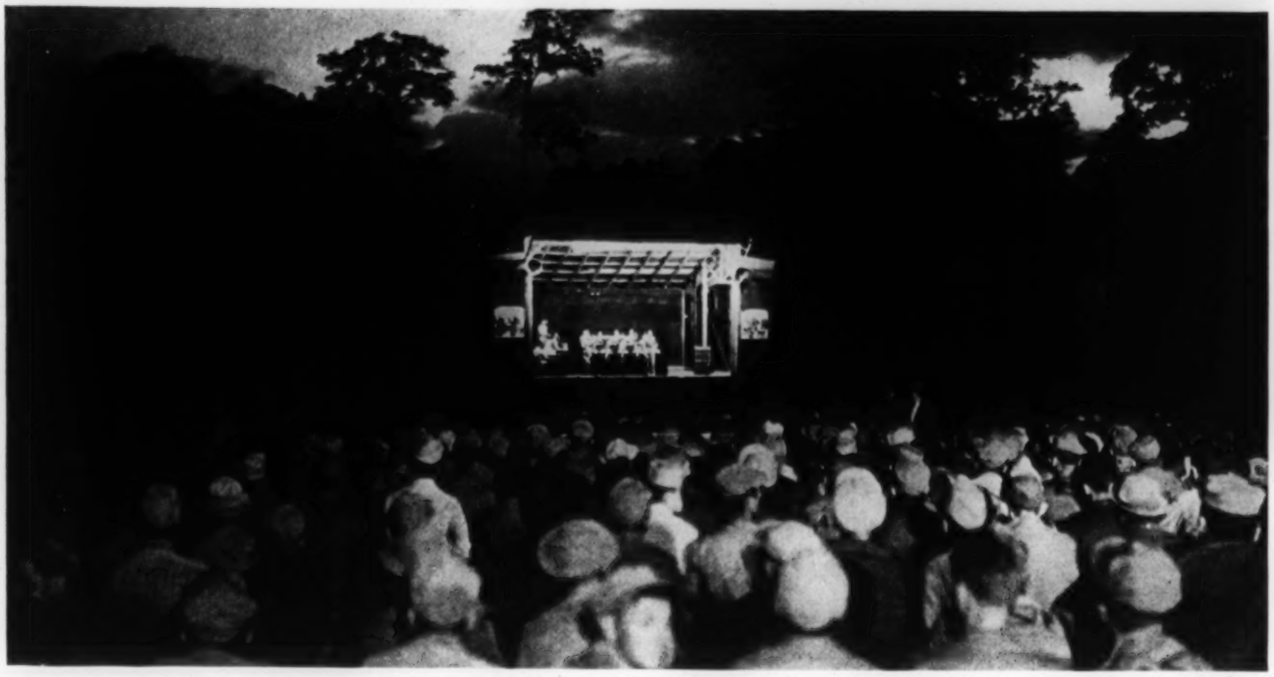
UNITED SERVICE ORGANIZATIONS, INC., 350 FIFTH AVENUE, NEW YORK 1, N. Y.



Dear USO —

I'm writing this letter to you to express my appreciation for what the USO has done for me.

I'm a civilian now. I was discharged yesterday, but I feel I would like to say something favorable to USO. By me, you've done a great job. While I was in America I spent many evenings, pleasant evenings at USO clubs in many camps in the States. Without those clubs, army life would have been almost unbearable for me. What would I have done on my weekend passes — walk the streets, around and around, batted my head against a brick wall, if it weren't for the USO.

Then the USO didn't stop there. At railroad stations the friendly hand of the USO gave me food and coffee. How wonderful it is to remember those days when I arrived at a railroad terminal on some mighty cold winter evenings and found many a piping hot cup of coffee awaiting for me. That hit the stop — and my heart.

Over in Europe, before and after the war, many a time the USO shows kept my morale up. And brother, you don't know how hard it is for a GI to have morale over there.

And last, I want to thank the hostesses in the USO for making my last time in a USO a most pleasant and satisfying experience. Good luck to you, and I hope you continue to get the support from the public as befits a most beneficial enterprise.

WILLIAM B. BLAKEMAN,
Ex-Pfc., U. S. Army

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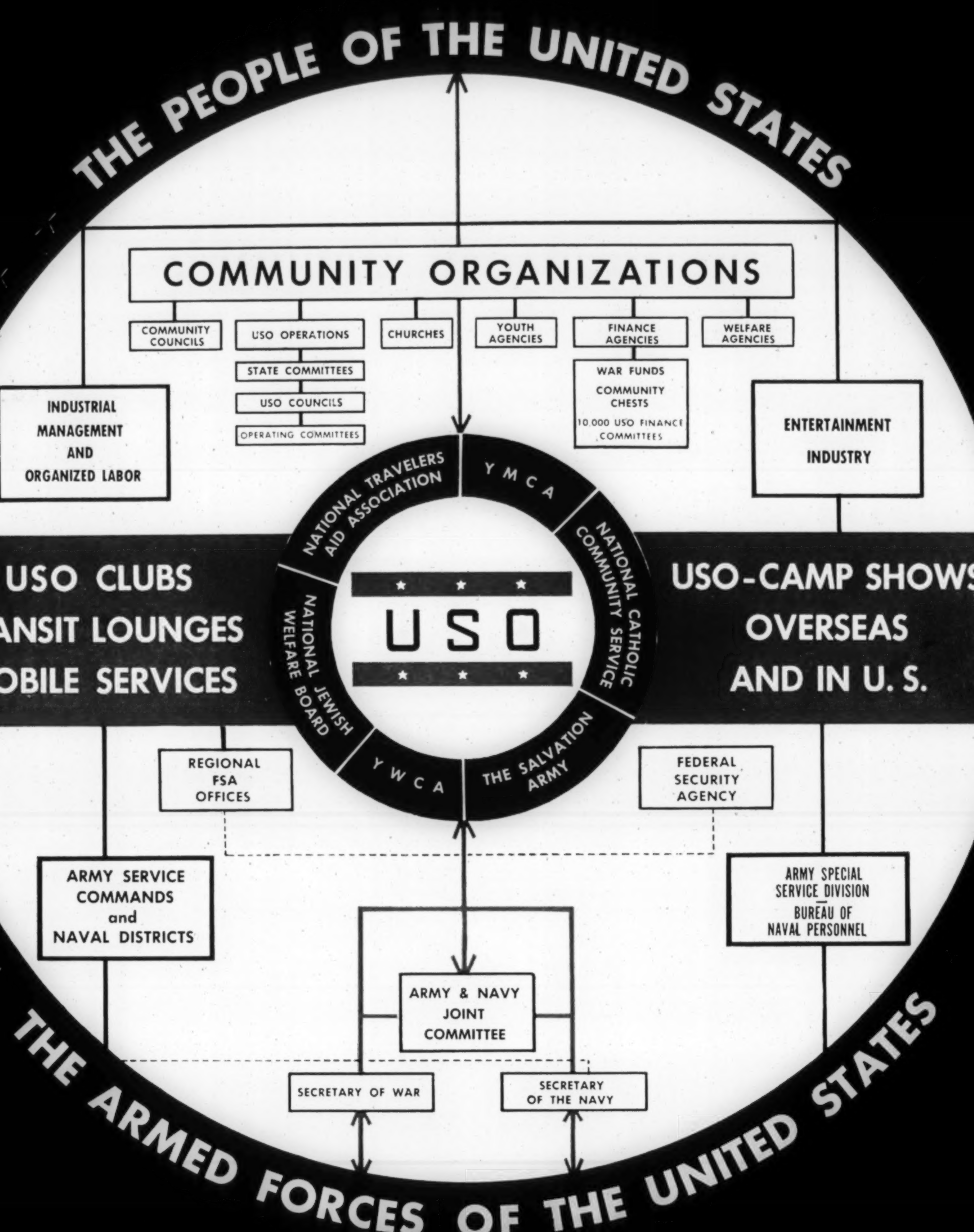
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COMMUNITY COUNCILS
USO OPERATIONS
STATE COMMITTEES
USO COUNCILS
OPERATING COMMITTEES
CHURCHES
YOUTH AGENCIES
FINANCE AGENCIES
WAR FUNDS
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OVERSEAS
AND IN U. S.
REGIONAL FSA OFFICES
FEDERAL SECURITY AGENCY
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BUREAU OF NAVAL PERSONNEL
ARMY & NAVY JOINT COMMITTEE
SECRETARY OF WAR
SECRETARY OF THE NAVY
THE ARMED FORCES OF THE UNITED STATES

Rates from Outside Sources

R.L.S. - [illegible]

N.I.C.B.

Office Mgr. Assn. of Chicago

Assn. Industries - [illegible]

COPY

U. S. DEPARTMENT OF LABOR
Bureau of Labor Statistics

Division of Wage Analysis
1212 Merchandise Mart
Chicago 54, Illinois
July 31, 1943

Miss Ethel Erickson
Industrial Supervisor
The Twin City Ordnance Plant
Administration Building, Room 321
New Brighton, Minnesota

Dear Miss Erickson:

Attached is the special study prepared at your request covering office workers in the nine Minneapolis-St. Paul firms with more than five hundred wage earners each, which were covered in our recent wage survey.

The Ford plant was not included because it was closed at the time, and as we understand it, they are not in operation on a production basis at this date. If they are in the process of recruiting workers, I am sure you will be able to determine their hiring rate for women.

I believe the attached material is self-explanatory. Please pay particular attention to the special comment at the bottom of the cover sheet.

If there are any questions with regard to this material, please let me know. If you feel that we can be of additional service at a future date, please do not hesitate to write.

Very truly yours,

/s/ E. B. Harris
E. B. HARRIS,
Regional Wage Analyst.

Attachment

COPY

CONFIDENTIAL

U.S. Department of Labor
BUREAU OF LABOR STATISTICS
Division of Wage Analysis

Date July 27, 1943

Transmittal No. Special

Industry Nine large Metal working Establishments

S.I.C. Code Nos. 1911, 1921, 1941, 3531, 3619, 3811

Locality Twin Cities Area, Minn.

Period represented April 1943

TO: Regional War Labor Board

FROM: Regional Wage Analyst

Transmitter herewith are forms OWR-3 and OWR-4 presenting wage information for key jobs in the industry and locality specified above. This information is to be considered confidential and is made available only for use by the War Labor Board.

The methods employed in the collection and tabulation of these statistics are described in detail in the Bureau's manual, "The Collection of Occupational Wage Rates". For your convenience, certain important general characteristics of the material governed by this manual are listed on the reverse of this sheet. Special consideration affecting the attached material appear below.

If you have further questions regarding the scope or nature of the material transmitted with this letter, please do not hesitate to call this office.

/s/ E. B. Harris
E. B. HARRIS
Regional Wage Analyst

Special Comment:

1. In the attached tabulations are shown occupational data for office workers employed by 9 large metalworking establishments in Minneapolis and St. Paul, Minnesota in April 1943. These were the only 9 firms covered in the survey employing more than 500 wage earners in the plant and office combined.

2. The averages shown in the table are based upon the actual earnings of the workers during April 1943 and are not based upon theoretical rate ranges which may exist in some of the plants.

3. While average hourly earnings are undoubtedly the best common denominator for wage comparisons, weekly earnings which are a direct result of the number of hours worked, as well as the worker's hourly rate, are of prime importance. Of course, office workers are commonly paid on the basis of a weekly salary rather than at an hourly rate. Length of service is a factor in the determination of wage rates among office workers which often results in wide ranges for given occupations within the same company.

4. The 9 establishments included in this study were properly classified in the six following Standard Industrial Classifications: 1911, 1921, 1941, 3531, 3619 and 3811. A key to these four digit code numbers is attached.

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Standard Industrial Classification Code Key:

1911 - Guns, Howitzers, Mortars, and Related Equipment

1921 - Ammunition, except for small arms

1941 - Sighting and Fire-Control Equipment

3531 - Agricultural Machinery and Tractors

3619 - Electrical Equipment for Industrial Use

3811 - Motor Vehicles

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STRICTLY CONFIDENTIAL

B.L.S.

STRAIGHT-TIME AVERAGE HOURLY EARNINGS FOR SELECTED OFFICE OCCUPATIONS IN 9 LARGE METALWORKING ESTABLISHMENTS IN THE MINNEAPOLIS-ST. PAUL AREA, MINNESOTA, APRIL 1943

Occupation and Sex	Number of Establishments	Number of Workers	Average Hourly Earnings		
			General Average	Highest Firm Average	Lowest Firm Average
Female:					
Accounting Clerks	6	104	$0.83	$1.05	$0.58
Billing machine operators	3	20	.69	1.07	.56
Billing typists	5	16	.74	1.13	.46
Bookkeepers	6	46	.82	1.01	.63
Bookkeeping machine operators	4	30	.67	.96	.53
Calculating machine operators	7	79	.73	1.17	.52
Clerk typists	5	134	.62	.95	.45
Copy typists	2	22	.87	.95	.66
File clerks, A	7	89	.62	.97	.45
Office girls	5	12	.46	.80	.37
Order clerks	3	46	.61	.75	.55
Payroll clerks	6	19	.79	1.18	.51
Stenographers	7	164	.75	1.31	.48
Switchboard Operators	7	16	.82	1.15	.52
Switchboard operators, receptionists, typists	3	4	.85	.93	.75
Transcribing machine operators	2	25	.63	.96	.59
Male:					
Accounting clerks	5	58	.92	1.41	.76
Bookkeepers	2	8	1.00	1.04	.72
Clerk typists	2	5	.61	.74	.53
File clerks	4	12	.78	.91	.51
Office Boys	6	18	.69	.80	.49
Order clerks	5	26	.89	1.58	.73
Payroll clerks	3	8	.72	.73	.66

Industrial Conference Board Study.
Minneapolis - St. Paul.

April 1943

	Minneapolis & St. Paul							Summary of 20 Cities			
	No. Companies	No. Employees	Range	Mode	Low	Medium	High	Total Employees	Mode	Medium	High
Office Boy	10	139	15-28	22	17	18	22	3,616	20	19	21
File Clerk	6	7	20-39	18	18	18	21	4,153	30	31	35
Jr. Copy Typist	9	80	16-32	20	18	20	22	2,631	25	23	25
Sr. Copy Typist	8	74	20-38	22	22	23	25	3,670	29	29	30
Jr. Dictaphone Machine Operator	2	6	18-31	20	20	20	21	372	21	23	26
Sr. Dictaphone Machine Operator	6	42	17-36	-	20	23	29	979	38	28	33
Stenographer	15	570	17-48	37	27	33	36	8,546	30	30	33
Bookkeeping Machine Operator	10	111	16-42	34	20	24	30	2,995	21	25	30
Billing Machine Operator	7	46	17-42	22	22	25	38	1,123	25	25	30
Comptometer Operator	9	132	17-40	34	24	29	34	4,238	30	28	32
Key Punch Operator	5	51	17-34	18	19	22	27	1,542	30	27	30
Receptionist	5	7	20-39	-	-	-	-	349	25	27	32
Telephone Switch Board Operator	11	66	21-43	29	25	29	29	1,396	28	28	32

E.E.

To Survey
for EJ

June ⑧ Mfg + "Office"

Chicago
Based on Office Management
of Chicago

MINIMUM PAY FOR 35 TYPES OF JOBS SET

The Regional War Labor Board has decided 350 cases of wage adjustment, involving thousands of workers, since the new wage bracket formula became effective last week, Robert K. Burns, Director, announced today.

Burns said the board has established wage brackets - minimums and maximums- in 15 job classifications in iron foundries and 23 in non-iron foundries in the Chicago district.

SET WAGE BRACKETS.

The board also has established brackets for 35 classifications of office workers, including office boys and girls, clerks, typists, secretaries and bookkeeping machine operators.

The brackets will be used as a basis for wage adjustments in these particular classifications here. Rates of pay below the minimum may be raised, with the permission of the WLB, so they will fall within the brackets, even though the percentage of increase is more than the 15 per cent under the Little Steel formula.

For example, the bracket for office boys and girls has a minimum of $18 a week and a maximum of $22. The board, under the new and more liberal formula may increase to $18 the weekly pay of any office boy or girl receiving less. Pay higher than the maximum will not be distrubed.

The brackets and classifications for office workers follow:

JOB CLASSIFICATIONS

Weekly Salary for 40 Hrs.

			Min.		Max.		Male.
Clerk O	Office Boy or Girl	–	$18	0.45	$22	0.55	18
I	Duplicating Machine Opr.		18	0.45	26	.65	20
Clk I	File Clerk I		20	0.50	32	.80	23
I	File Clerk II		18	0.45	24	.60	18
Clerk II	General Office Clerk		22	0.55	30	.75	22
Clk III + IV	Clerk I		27	0.675	45	1.125	40–45
Clk III	Clerk II		22	0.55	35	.875 –	22–26
Clerk II	Clerk III		18	0.45	24	.60 –	19–22
Clk I – II	Order Checker		24	0.60	30	.75 –	26
Acct II + III	Order Clerk		22	0.55	40	1.00	40
Cost Clk III	Cost Clerk	27– 32	24	0.60	40	1.00	
Clk III	Jr. Accounting Clerk	25– 32	20	0.50	40	1.00	
Acct Clk II	Sr. Accounting Clerk	35–37	35	0.875	56	1.40	
Acct Clk III	Timekeeper	$24	22	0.55	35	.875	
Clerk II B.	Payroll Clerk	$25	22	0.55	35	.875	
Acct Clk III	General Bookkeeper	$32	27	0.675	36	.90	
Clk II – III	Jr. Traffic Clerk	$30	21	0.525	35	.875	
Clk III + IV	Sr. Traffic Clerk		40	1.00	60	1.50	
Typist II	Typist I	20–22	22	0.55	32	.80	
	Typist II	20	20	0.50	28	.70	
Typ I	Typist III	18	18	0.45	24	.60	
Clerk I	Fanfold Operator	23	20	0.50	30	.75	
Clerk I	Billing Machine Operator	$22	20	0.50	31	.775	
Steno II + III	Transcribing Machine Opr.	22–25	20	0.50	33	.825	
IV	Stenographer I	26–28	22	0.55	40	1.00	
III	Stenographer II	26	20	0.50	33	.825	
Steno I	Stenographer III	23–24	19	0.475	27	.675	
Steno IV	Secretary	30 – 4 70%	23	0.575	50	1.25	

Page 2

			Min.		Max.	
Acct Clk I	Calculating Machine Opr.	#28	$22	.55	$37	.925
X	Bookkeeping Machine Opr. I		24	.60	35	.875
X	Bookkeeping Machine Opr. II		21	.525	31	.775
	Bookkeeping Mach. Opr. III		18	.45	24	.60
Oper Dev II	Switchboard Operator		22	.55	33	.826
I	Key Punch Operator		20	.50	30	.75
III	Tabulating Machine Operator		24	.60	37	.925

Newspaper Clipping from

HERALD & AMERICAN
CHICAGO, ILL.

June 8, 1943

OFFICE MANAGEMENT ASSOCIATION OF CHICAGO

SURVEY OF OFFICE SALARIES
JANUARY, 1943

JOB SPECIFICATIONS

Unless otherwise stated, the minimum educational requirements will be four years of high school, or its equivalent. The job title shown is suggestive.

1. COST CLERK:

Computes the cost of production or selling goods or of operating a working unit or group of working units; selects records, such as time sheets, pay rolls, operation charts or schedules, materials records, production sheets, and other data showing information necessary to make calculations; calculates individual items, such as labor costs, material cost, and overhead expenditures. May make up a composite report showing total cost, selling price and profit. May operate a calculating machine and an adding machine. (Also known as EXPENSE CLERK, OPERATION CLERK, PRODUCTION CLERK).

2. ORDER CLERK:

Receives orders for materials or merchandise by mail, by phone, or personally from customer or company employee; gives or sends price quotations to customers; makes out a standard order sheet listing the items to make up the order; sends or distributes the order sheets to the respective departments to be filled; checks the price and quantity of each item listed on the order sheet. May check with credit department on all orders to determine credit rating of customer. May follow up or check each order to see that it has been filled properly. May keep a file of all orders received, acknowledge customers' letters and mail orders, and check shipping invoices with original orders. Sometimes specifically designated according to method of receiving orders, as TELEPHONE-ORDER CLERK; or MAIL-ORDER CLERK. (Also known as CUSTOMER-ORDER CLERK; ORDER TAKER.)

3. SENIOR TRAFFIC CLERK:

Determines rates and classifications applicable to various types of merchandise to be shipped or that have been shipped; studies tables and schedules prescribing and defining freight rates and classifications; computes freight rates and charges, using basic rates from rate table; prepares and files claims with transportation companies for overcharges. May operate a calculating machine and may keep records of traffic movements.

4. TRAFFIC CLERK:

Keeps a record of incoming and outgoing freight, listing items, such as destination, weight, route, department sent from or to, and charges; checks rate charges according to classification of material with rate chart; may keep a file of claims for overcharges and for damages to goods in transit.

5. SENIOR ACCOUNTING CLERK:

A person who is considered a senior member of an accounting department or organization; usually directs a staff of Junior Accounting Clerks.

6. JUNIOR ACCOUNTING CLERK:

Performs the more routine calculating, typing and posting duties necessary in accounting; checks items on various reports, summarizing and posting the data to designated books; performs a variety of other clerical duties, such as making up invoices or monthly statements to be sent to customers, preparing payrolls, verifying the company bank account, keeping files of various records, making up a periodic report of the company's business activities, and listing and checking detail as instructed. May operate a calculating machine. May operate an adding machine.

7. PAYROLL CLERK:

Computes wages of company employees and writes the necessary corresponding data on the payroll sheets; calculates each worker's earnings based on Timekeeper's report, individual time cards, and work or production tickets; posts calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance and Social Security, and total wages due. May make out pay checks and assist the Paymaster in making up and distributing the pay envelopes. May use a calculating machine.

8. TIMEKEEPER:

Keeps a daily record showing time of arrival on the job and departure from work of company employees; fills out time sheets, time cards, or supervises the use of time clocks, depending on the system used for recording the hours of work; periodically computes total time worked by each employee as a basis for making up payroll. May perform additional duties, such as making up payroll showing wages due each worker; keeping records of materials used and their cost; and notifying workers when to report for work; and paying off the employees with checks or cash. (Also known as CHECK-IN MAN: TIME CLERK.)

9. CASHIER:

Keeps a record of cash transactions, receipts and disbursements, incident to the conduct of a business; enters data to proper accounts and periodically balances cash books; receives incoming cash from company employees, customers, or by mail; examines currency to detect counterfeit, foreign, or damaged money; counts money and compares amounts with sales slips or cash receipts; makes change and cashes checks; reads totals on cash registers and checks with the amount of currency in the registers; prepares payroll and pay checks; prepares money for deposit in bank; makes up vouchers or checks in payment of plant expenditures. May authorize various plant expenditures or purchases. May perform a variety of related duties. May operate an adding machine, a calculating machine and a check-writing machine. (Also known as CAGE MAN, CASH CLERK, GENERAL CASHIER.)

10. GENERAL BOOKKEEPER:

Keeps a complete and systematic set of records of all business transactions of an establishment, examining and recording the transactions in proper record books and on special forms; balances books and compiles reports at regular intervals to show the receipts, expenditures, accounts payable, accounts receivable, profit or loss, and many other items pertinent to the operation of a business; calculates wages of employees from plant records or time cards, and makes up checks or draws cash from bank for payment of wages. May prepare, type, and mail monthly statements to customers. May perform other duties, such as taking telephone orders and making bank deposits. May operate an adding machine, calculating machine. May take and transcribe dictation.

11. BUYER:

Purchases, at the most favorable prices consistent with quality, quantity and other factors, raw materials, equipment, machinery, and supplies necessary for the operation of the particular organization in which he is employed; goods purchased are processed, consumed and used in the organization, and are not purchased for resale at a profit. Interviews selling agents of other establishments, draws up contracts and specifications, or approves contracts and specifications drawn up by technical workers; approves bills for payment; keeps records pertaining to goods purchased, costs, delivery, inventories, and other items pertaining to purchases. Workers are usually required to have a thorough knowledge of the goods purchased and the work done by the organization in which he is employed.

12. ORDER CHECKER:

Insures the completeness and correctness of outgoing shipments by examining such details as the quantity, quality, labeling, and addressing of the items of merchandise and comparing with customer's order or other records. May check incoming merchandise. (Also known as SHIPPING CHECKER, RECEIVING CHECKER, SHIPPING-CLERK ASSISTANT.)

13. FILE CLERK (I):

Keeps correspondence, cards, invoices, receipts, and other records arranged systemically according to subject matter, in file cabinets, drawers, boxes or in special filing cases; reads information on incoming material, sorts and places it in proper position in filing cabinet which is usually indexed for ready reference; locates and removes material from file when requested. May keep a record of the material removed. Performs considerable clerical work in searching and investigating the information contained in the files, inserting additional data on the file records, making up reports, and keeping the files up-to-date, which may require making calculations of various kinds, and supplying written information from file data to other workers upon request. May type reports and may use calculating machine.

14. FILE CLERK (II):

Under supervision to classify, sort and file forms, correspondence, and cards in the various correspondence, record and card files; to pull and file records, correspondence and cards; and to perform related work as required.

15. GENERAL OFFICE CLERK:

Depending upon the type and size of office, performs any combination of the following or similar clerical duties; makes up and files reports; tabulates and posts data in various record books; takes telephone orders; checks cash registers; gives information to callers; sends out bills; checks calculations; keeps a small set of books; takes inventories; adjusts complaints; operates various office machines.

16. CLERK (I):

Under general supervision, but with some exercise of judgment and with responsibility for general assignments, to perform difficult and responsible clerical work of a varied nature, in specialized fields such as mechanics, drafting, production or manufacturing methods, or in the general business field such as sales, accounting, purchasing, etc. Work involves a fairly thorough knowledge of a restricted field, the use of a wide range of procedures and analysis of facts in situations to determine what action should be taken within limits of standard practice; in some instances to supervise and evaluate the work of junior clerks. (Also known as SENIOR CLERK.)

17. CLERK (II):

Knowledge of simple bookkeeping, blue print reading, or limited knowledge of manufacturing methods and processes. Duties may involve posting to accounts, production, personnel or sales records; checking paper work for information and details; or other clerical work of about average difficulty. Work involves the application of standard practice, the use of several procedures, and the making of minor decisions requiring some judgment. Should have more than one year of experience in general office work.

18. CLERK (III):

A beginner with less than one year of experience to learn simple routine duties requiring the use of only a few simple definite procedures, and little individual judgment since the work is done under immediate supervision. Work involves simple sorting, posting, checking, or other duties of a repetitive or very simple nature. (Also known as JUNIOR CLERK.)

19. OFFICE BOY - GIRL:

Performs a variety of minor clerical and routine unskilled duties about a business office, such as furnishing workers with clerical supplies from stock, delivering verbal and written messages, sealing and stamping envelopes, running errands, distributing and collecting mail, assisting in tabulating and marking articles, answering telephone, assisting in filing work, and operating simple office machines, such as record shaver, letter opener, envelope-sealing machine and stamping machines.

20. SECRETARY:

Performs general office work in relieving executives and other company officials of minor executive and clerical duties; takes dictation, using shorthand or using a Stenotype machine; transcribes dictation or the recorded information reproduced on a transcribing machine; makes appointments for executive and reminds him of them; interviews people coming into office, directing to other workers those who do not warrant seeing the executive; answers and makes phone calls; handles personal and important mail, writing routine correspondence on own initiative, May supervise other clerical workers.

21. STENOGRAPHER (I):

Under general supervision but with some exercise of judgment and responsibility for carrying out general assignments, to take and transcribe dictation of more than average difficulty involving technical and unusual expressions; to perform associated clerical and typing tasks in the corresponding level of difficulty and responsibility; familiarity with the terminology peculiar to the unit; and to perform related work as required. (Also known as SENIOR STENOGRAPHER.)

22. STENOGRAPHER (II):

Under supervision, to do stenographic work of some difficulty calling for the exercise of limited judgment and responsibility in carrying out prescribed procedure or definite instructions; to take dictation and transcribe on a typewriter fairly difficult correspondence, reports, memoranda, and records; to type requisitions, vouchers, orders, schedules, letters, and reports. Should have more than one year of experience as a stenographer.

23. STENOGRAPHER (III):

A beginner with less than one year of experience required to do simple stenographic work and become proficient in taking dictation, transcribing shorthand notes and typing letters and miscellaneous work. Also required to perform duties involving the application of standard practice and the use of several procedures. (Also known as JUNIOR STENOGRAPHER.)

24. TRANSCRIBING-MACHINE OPERATOR:

Transcribes the message, reproduced in sound, from the wax record on a transcribing machine; places cylindrical record on machine and places needle on the record; starts machine and regulates speed of record rotation and tone of voice; types message as heard in the earphones. May type other information not recorded, such as name, address and date, and keep a file of the records. May shave a thin layer of wax from the records, using a record shaver to remove the old message and to condition the record for re-use. (Also known as DICTATION-MACHINE TRANSCRIBER: DICTATING-MACHINE TYPIST: TRANSCRIBER TYPIST.)

TYPIST (I):

Under general supervision, to perform responsible clerical work and typing work with some exercise of judgment and responsibility for the carrying out of general assignments; to perform typing and associated clerical tasks, both of unusual difficulty; and to perform related work as required. (Also known as SENIOR TYPIST.)

26. TYPIST (II):

Typewrites letters, addresses envelopes, copies data from one record to another, fills in report forms, and does miscellaneous typing, all the work being routine or straight copy from rough draft or corrected copy. May make up stencils for use in duplicating machines. Has more than one year of full time experience as a typist.

27. TYPIST (III):

A beginner with less than one year of experience to become proficient in typing a variety of letters, orders, invoices, forms, etc. Duties require the application of clearly prescribed standard practice, the use of several procedures, and the making of minor decisions requiring little judgment. Duties may also involve some clerical work.

28. FANFOLD OPERATOR:

Essentially the same as Billing-Machine Operator except that no computing devices are attached to the machine, which is similar to typewriter. May make calculations on separate machine, such as an adding or calculating machine.

29. BILLING-MACHINE OPERATOR:

Prepares statements, bills and invoices to be sent to customers, showing an itemized account of the amount they owe, using a computing type billing machine; inserts blank billing sheets on bed of machine with necessary carbon paper and extra blanks and sets carriage of machine; transcribes, by means of lettered keys, from office records, the necessary information, such as customer's name, address, and items purchased or services rendered; calculates such items as totals, net amounts, and discounts, by addition, substraction and multiplication, and automatically records the computations on the bill by means of numbered keys. May perform other clerical work incidental to billing operation.

30. BOOKKEEPING-MACHINE OPERATOR (I):

Keeps a complete and systematic set of records of all business transactions, determining where the data is to be recorded and using a bookkeeping machine to perform the recording in the proper books and on special forms; places selected bookkeeping form or record on flat writing surface of machine, and sets carriage; depresses keys to type on the sheet any desired data, such as name, address, items purchased or sold and service rendered, and to calculate totals, net amounts and other items, recording the final computation directly on the form; performs related clerical duties. May make up bills, invoices and statements on bookkeeping machine. (Also known as ACCOUNTING-MACHINE OPERATOR, BOOKKEEPER, BOOKKEEPING OPERATOR, POSTER.)

31. BOOKKEEPING-MACHINE OPERATOR (II):

Keeps a record of and works with only one phase or section of a complete set of records pertaining to business transactions, in some manner as BOOKKEEPING-MACHINE OPERATOR (I). (Also known as ACCOUNT CLERK, BOOKKEEPING OPERATOR.)

32. BOOKKEEPING MACHINE OPERATOR (III):

Copies and posts data, as instructed, from one record to another, using a bookkeeping machine. Need not be familiar with bookkeeping procedures. (Also known as POSTER, POSTING-MACHINE OPERATOR, RECORDING CLERK.)

33. CALCULATING MACHINE OPERATOR:

Presses proper keys on keyboard and manipulates certain levers to operate a machine that automatically performs the basic arithmetic computations of adding, subtracting, multiplying, and dividing. Through correct operation may also perform other computations, such as taking the root of a number, or raising a number to a power. May calculate or check the figures on such records as inventories, financial accounts, payrolls, balance sheets, invoices, discounts, sales, and statistical reports. Reads the answers from a series of figures at the bottom or top of machine. Machine may be electrically or manually powered. (Also known as CALCULATION CLERK, CALCULATOR OPERATOR, COMPUTING MACHINE OPERATOR, COMPTOMETER OPERATOR.)

34. TABULATING MACHINE OPERATOR:

Operates a machine that automatically analyzes, makes calculations and translates or divides information represented by holes punched in groups of tabulating cards, and prints the translated data on form sheets, reports, special cards, or accounting records; sets or adjusts machine to add, subtract, multiply and make other calculations; places cards to be tabulated in feed magazine and starts machine. May file cards after they are tabulated. May sort punched cards, punch information on cards, and verify punched cards. Sometimes specifically designated according to trade name of machine operated. (Also known as INTERPRETER-MACHINE OPERATOR, TABULATOR OPERATOR.)

35. KEY-PUNCH OPERATOR:

Records accounting and statistical data on tabulating cards by punching a series of holes in the cards in a specified sequence, using a punch machine similar in operation and action to a typewriter; places card on base of machine by hand or automatically by pressing a lever, and positions carriage for perforating operation; following written information on records, punches corresponding numbers or symbols on the machine keyboard, thereby transcribing the written information into perforations on the tabulating cards. May operate a tabulating machine, a sorting machine and a verifying machine. (Also known as CARD-PUNCH-MACHINE OPERATOR, CARD PUNCHER, KEY PUNCHER.)

36. SWITCHBOARD OPERATOR:

Operates telephone switchboard equipped with cords, and connections are made by plugging in jacks in holes or slots on the switchboard. May supply information to callers or take messages over phone. May keep records of number of calls made, toll charges, and other pertinent information. May perform a wide variety of clerical duties, such as proof-reading, typing and sorting mail when not engaged in handling calls. May operate an auto-call, a device that controls a system of bells or buzzers throughout an establishment which calls various company officials to the phone.

37. DUPLICATING MACHINE OPERATOR:

Under immediate supervision to operate and maintain mimeograph, ditto, or other duplicating machines; to assemble and staple finished material; to make necessary minor adjustments and repairs; and perform related work as required.

Probable changes
in Chicago - July 1943
E. E.

3

OFFICE MANAGEMENT ASSOCIATION OF CHICAGO

SURVEY OF OFFICE SALARIES
JANUARY, 1943

JOB SPECIFICATIONS

Unless otherwise stated, the minimum educational requirements will be four years of high school, or its equivalent. The job title shown is suggestive.

1. COST CLERK:

Computes the cost of production or selling goods or of operating a working unit or group of working units; selects records, such as time sheets, pay rolls, operation charts or schedules, materials records, production sheets, and other data showing information necessary to make calculations; calculates individual items, such as labor costs, material cost, and overhead expenditures. May make up a composite report showing total cost, selling price and profit. May operate a calculating machine and an adding machine. (Also known as EXPENSE CLERK, OPERATION CLERK, PRODUCTION CLERK).

2. ORDER CLERK:

Receives orders for materials or merchandise by mail, by phone, or personally from customer or company employee; gives or sends price quotations to customers; makes out a standard order sheet listing the items to make up the order; sends or distributes the order sheets to the respective departments to be filled; checks the price and quantity of each item listed on the order sheet. May check with credit department on all orders to determine credit rating of customer. May follow up or check each order to see that it has been filled properly. May keep a file of all orders received, acknowledge customers' letters and mail orders, and check shipping invoices with original orders. Sometimes specifically designated according to method of receiving orders, as TELEPHONE-ORDER CLERK; or MAIL-ORDER CLERK. (Also known as CUSTOMER-ORDER CLERK; ORDER TAKER.)

3. SENIOR TRAFFIC CLERK:

Determines rates and classifications applicable to various types of merchandise to be shipped or that have been shipped; studies tables and schedules prescribing and defining freight rates and classifications; computes freight rates and charges, using basic rates from rate table; prepares and files claims with transportation companies for overcharges. May operate a calculating machine and may keep records of traffic movements.

4. TRAFFIC CLERK:

Keeps a record of incoming and outgoing freight, listing items, such as destination, weight, route, department sent from or to, and charges; checks rate charges according to classification of material with rate chart; may keep a file of claims for overcharges and for damages to goods in transit.

5. SENIOR ACCOUNTING CLERK:

A person who is considered a senior member of an accounting department or organization; usually directs a staff of Junior Accounting Clerks.

6. JUNIOR ACCOUNTING CLERK:

Performs the more routine calculating, typing and posting duties necessary in accounting; checks items on various reports, summarizing and posting the data to designated books; performs a variety of other clerical duties, such as making up invoices or monthly statements to be sent to customers, preparing payrolls, verifying the company bank account, keeping files of various records, making up a periodic report of the company's business activities, and listing and checking detail as instructed. May operate a calculating machine. May operate an adding machine.

7. PAYROLL CLERK:

Computes wages of company employees and writes the necessary corresponding data on the payroll sheets; calculates each worker's earnings based on Timekeeper's report, individual time cards, and work or production tickets; posts calculated data on payroll sheet, showing information such as worker's name, working days, time, rate, deductions for insurance and Social Security, and total wages due. May make out pay checks and assist the Paymaster in making up and distributing the pay envelopes. May use a calculating machine.

8. TIMEKEEPER:

Keeps a daily record showing time of arrival on the job and departure from work of company employees; fills out time sheets, time cards, or supervises the use of time clocks, depending on the system used for recording the hours of work; periodically computes total time worked by each employee as a basis for making up payroll. May perform additional duties, such as making up payroll showing wages due each worker; keeping records of materials used and their cost; and notifying workers when to report for work; and paying off the employees with checks or cash. (Also known as CHECK-IN MAN: TIME CLERK.)

9. CASHIER:

Keeps a record of cash transactions, receipts and disbursements, incident to the conduct of a business; enters data to proper accounts and periodically balances cash books; receives incoming cash from company employees, customers, or by mail; examines currency to detect counterfeit, foreign, or damaged money; counts money and compares amounts with sales slips or cash receipts; makes change and cashes checks; reads totals on cash registers and checks with the amount of currency in the registers; prepares payroll and pay checks; prepares money for deposit in bank; makes up vouchers or checks in payment of plant expenditures. May authorize various plant expenditures or purchases. May perform a variety of related duties. May operate an adding machine, a calculating machine and a check-writing machine. (Also known as CAGE MAN, CASH CLERK, GENERAL CASHIER.)

10. GENERAL BOOKKEEPER:

Keeps a complete and systematic set of records of all business transactions of an establishment, examining and recording the transactions in proper record books and on special forms; balances books and compiles reports at regular intervals to show the receipts, expenditures, accounts payable, accounts receivable, profit or loss, and many other items pertinent to the operation of a business; calculates wages of employees from plant records or time cards, and makes up checks or draws cash from bank for payment of wages. May prepare, type, and mail monthly statements to customers. May perform other duties, such as taking telephone orders and making bank deposits. May operate an adding machine, calculating machine. May take and transcribe dictation.

11. BUYER:

Purchases, at the most favorable prices consistent with quality, quantity and other factors, raw materials, equipment, machinery, and supplies necessary for the operation of the particular organization in which he is employed; goods purchased are processed, consumed and used in the organization, and are not purchased for resale at a profit. Interviews selling agents of other establishments, draws up contracts and specifications, or approves contracts and specifications drawn up by technical workers; approves bills for payment; keeps records pertaining to goods purchased, costs, delivery, inventories, and other items pertaining to purchases. Workers are usually required to have a thorough knowledge of the goods purchased and the work done by the organization in which he is employed.

12. ORDER CHECKER:

Insures the completeness and correctness of outgoing shipments by examining such details as the quantity, quality, labeling, and addressing of the items of merchandise and comparing with customer's order or other records. May check incoming merchandise. (Also known as SHIPPING CHECKER, RECEIVING CHECKER, SHIPPING-CLERK ASSISTANT.)

13. FILE CLERK (I):

Keeps correspondence, cards, invoices, receipts, and other records arranged systemically according to subject matter, in file cabinets, drawers, boxes or in special filing cases; reads information on incoming material, sorts and places it in proper position in filing cabinet which is usually indexed for ready reference; locates and removes material from file when requested. May keep a record of the material removed. Performs considerable clerical work in searching and investigating the information contained in the files, inserting additional data on the file records, making up reports, and keeping the files up-to-date, which may require making calculations of various kinds, and supplying written information from file data to other workers upon request. May type reports and may use calculating machine.

14. FILE CLERK (II):

Under supervision to classify, sort and file forms, correspondence, and cards in the various correspondence, record and card files; to pull and file records, correspondence and cards; and to perform related work as required.

15. GENERAL OFFICE CLERK:

Depending upon the type and size of office, performs any combination of the following or similar clerical duties; makes up and files reports; tabulates and posts data in various record books; takes telephone orders; checks cash registers; gives information to callers; sends out bills; checks calculations; keeps a small set of books; takes inventories; adjusts complaints; operates various office machines.

16. CLERK (I):

Under general supervision, but with some exercise of judgment and with responsibility for general assignments, to perform difficult and responsible clerical work of a varied nature, in specialized fields such as mechanics, drafting, production or manufacturing methods, or in the general business field such as sales, accounting, purchasing, etc. Work involves a fairly thorough knowledge of a restricted field, the use of a wide range of procedures and analysis of facts in situations to determine what action should be taken within limits of standard practice; in some instances to supervise and evaluate the work of junior clerks. (Also known as SENIOR CLERK.)

17. CLERK (II):

Knowledge of simple bookkeeping, blue print reading, or limited knowledge of manufacturing methods and processes. Duties may involve posting to accounts, production, personnel or sales records; checking paper work for information and details; or other clerical work of about average difficulty. Work involves the application of standard practice, the use of several procedures, and the making of minor decisions requiring some judgment. Should have more than one year of experience in general office work.

18. CLERK (III):

A beginner with less than one year of experience to learn simple routine duties requiring the use of only a few simple definite procedures, and little individual judgment since the work is done under immediate supervision. Work involves simple sorting, posting, checking, or other duties of a repetitive or very simple nature. (Also known as JUNIOR CLERK.)

19. OFFICE BOY - GIRL:

Performs a variety of minor clerical and routine unskilled duties about a business office, such as furnishing workers with clerical supplies from stock, delivering verbal and written messages, sealing and stamping envelopes, running errands, distributing and collecting mail, assisting in tabulating and marking articles, answering telephone, assisting in filing work, and operating simple office machines, such as record shaver, letter opener, envelope-sealing machine and stamping machines.

20. SECRETARY:

Performs general office work in relieving executives and other company officials of minor executive and clerical duties; takes dictation, using shorthand or using a Stenotype machine; transcribes dictation or the recorded information reproduced on a transcribing machine; makes appointments for executive and reminds him of them; interviews people coming into office, directing to other workers those who do not warrant seeing the executive; answers and makes phone calls; handles personal and important mail, writing routine correspondence on own initiative, May supervise other clerical workers.

21. STENOGRAPHER (I):

Under general supervision but with some exercise of judgment and responsibility for carrying out general assignments, to take and transcribe dictation of more than average difficulty involving technical and unusual expressions; to perform associated clerical and typing tasks in the corresponding level of difficulty and responsibility; familiarity with the terminology peculiar to the unit; and to perform related work as required. (Also known as SENIOR STENOGRAPHER.)

22. STENOGRAPHER (II):

Under supervision, to do stenographic work of some difficulty calling for the exercise of limited judgment and responsibility in carrying out prescribed procedure or definite instructions; to take dictation and transcribe on a typewriter fairly difficult correspondence, reports, memoranda, and records; to type requisitions, vouchers, orders, schedules, letters, and reports. Should have more than one year of experience as a stenographer.

23. STENOGRAPHER (III):

A beginner with less than one year of experience required to do simple stenographic work and become proficient in taking dictation, transcribing shorthand notes and typing letters and miscellaneous work. Also required to perform duties involving the application of standard practice and the use of several procedures. (Also known as JUNIOR STENOGRAPHER.)

24. TRANSCRIBING-MACHINE OPERATOR:

Transcribes the message, reproduced in sound, from the wax record on a transcribing machine; places cylindrical record on machine and places needle on the record; starts machine and regulates speed of record rotation and tone of voice; types message as heard in the earphones. May type other information not recorded, such as name, address and date, and keep a file of the records. May shave a thin layer of wax from the records, using a record shaver to remove the old message and to condition the record for re-use. (Also known as DICTATION-MACHINE TRANSCRIBER: DICTATING-MACHINE TYPIST: TRANSCRIBER TYPIST.)

TYPIST (I):

Under general supervision, to perform responsible clerical work and typing work with some exercise of judgment and responsibility for the carrying out of general assignments; to perform typing and associated clerical tasks, both of unusual difficulty; and to perform related work as required. (Also known as SENIOR TYPIST.)

26. TYPIST (II):

Typewrites letters, addresses envelopes, copies data from one record to another, fills in report forms, and does miscellaneous typing, all the work being routine or straight copy from rough draft or corrected copy. May make up stencils for use in duplicating machines. Has more than one year of full time experience as a typist.

27. TYPIST (III):

A beginner with less than one year of experience to become proficient in typing a variety of letters, orders, invoices, forms, etc. Duties require the application of clearly prescribed standard practice, the use of several procedures, and the making of minor decisions requiring little judgment. Duties may also involve some clerical work.

28. FANFOLD OPERATOR:

Essentially the same as Billing-Machine Operator except that no computing devices are attached to the machine, which is similar to typewriter. May make calculations on separate machine, such as an adding or calculating machine.

29. BILLING-MACHINE OPERATOR:

Prepares statements, bills and invoices to be sent to customers, showing an itemized account of the amount they owe, using a computing type billing machine; inserts blank billing sheets on bed of machine with necessary carbon paper and extra blanks and sets carriage of machine; transcribes, by means of lettered keys, from office records, the necessary information, such as customer's name, address, and items purchased or services rendered; calculates such items as totals, net amounts, and discounts, by addition, substraction and multiplication, and automatically records the computations on the bill by means of numbered keys. May perform other clerical work incidental to billing operation.

30. BOOKKEEPING-MACHINE OPERATOR (I):

Keeps a complete and systematic set of records of all business transactions, determining where the data is to be recorded and using a bookkeeping machine to perform the recording in the proper books and on special forms; places selected bookkeeping form or record on flat writing surface of machine, and sets carriage; depresses keys to type on the sheet any desired data, such as name, address, items purchased or sold and service rendered, and to calculate totals, net amounts and other items, recording the final computation directly on the form; performs related clerical duties. May make up bills, invoices and statements on bookkeeping machine. (Also known as ACCOUNTING-MACHINE OPERATOR, BOOKKEEPER, BOOKKEEPING OPERATOR, POSTER.)

31. BOOKKEEPING-MACHINE OPERATOR (II):

Keeps a record of and works with only one phase or section of a complete set of records pertaining to business transactions, in some manner as BOOKKEEPING-MACHINE OPERATOR (I). (Also known as ACCOUNT CLERK, BOOKKEEPING OPERATOR.)

32. BOOKKEEPING MACHINE OPERATOR (III):

Copies and posts data, as instructed, from one record to another, using a bookkeeping machine. Need not be familiar with bookkeeping procedures. (Also known as POSTER, POSTING-MACHINE OPERATOR, RECORDING CLERK.)

33. CALCULATING MACHINE OPERATOR:

Presses proper keys on keyboard and manipulates certain levers to operate a machine that automatically performs the basic arithmetic computations of adding, subtracting, multiplying, and dividing. Through correct operation may also perform other computations, such as taking the root of a number, or raising a number to a power. May calculate or check the figures on such records as inventories, financial accounts, payrolls, balance sheets, invoices, discounts, sales, and statistical reports. Reads the answers from a series of figures at the bottom or top of machine. Machine may be electrically or manually powered. (Also known as CALCULATION CLERK, CALCULATOR OPERATOR, COMPUTING MACHINE OPERATOR, COMPTOMETER OPERATOR.)

34. TABULATING MACHINE OPERATOR:

Operates a machine that automatically analyzes, makes calculations and translates or divides information represented by holes punched in groups of tabulating cards, and prints the translated data on form sheets, reports, special cards, or accounting records; sets or adjusts machine to add, subtract, multiply and make other calculations; places cards to be tabulated in feed magazine and starts machine. May file cards after they are tabulated. May sort punched cards, punch information on cards, and verify punched cards. Sometimes specifically designated according to trade name of machine operated. (Also known as INTERPRETER-MACHINE OPERATOR, TABULATOR OPERATOR.)

35. KEY-PUNCH OPERATOR:

Records accounting and statistical data on tabulating cards by punching a series of holes in the cards in a specified sequence, using a punch machine similar in operation and action to a typewriter; places card on base of machine by hand or automatically by pressing a lever, and positions carriage for perforating operation; following written information on records, punches corresponding numbers or symbols on the machine keyboard, thereby transcribing the written information into perforations on the tabulating cards. May operate a tabulating machine, a sorting machine and a verifying machine. (Also known as CARD-PUNCH-MACHINE OPERATOR, CARD PUNCHER, KEY PUNCHER.)

36. SWITCHBOARD OPERATOR:

Operates telephone switchboard equipped with cords, and connections are made by plugging in jacks in holes or slots on the switchboard. May supply information to callers or take messages over phone. May keep records of number of calls made, toll charges, and other pertinent information. May perform a wide variety of clerical duties, such as proof-reading, typing and sorting mail when not engaged in handling calls. May operate an auto-call, a device that controls a system of bells or buzzers throughout an establishment which calls various company officials to the phone.

37. DUPLICATING MACHINE OPERATOR:

Under immediate supervision to operate and maintain mimeograph, ditto, or other duplicating machines; to assemble and staple finished material; to make necessary minor adjustments and repairs; and perform related work as required.

Miss Erickson

From Mr. Locke ✓
Associated Industries
Mpls,

4 SUBJECT: MACHINE SHOP WAGE AND HOUR SURVEY - Minneapolis.

DATE: March 1, 1943

NUMBER OF FIRMS PARTICIPATING: 44

NUMBER OF EMPLOYEES REPRESENTED: 18,739

TOTAL WEEKLY MAN HOURS REPRESENTED: 938,156

* * * * * *

NUMBER OF HOURS WORKED PER WEEK ALL CLASSIFICATIONS:

MALE:-	High:	79½	Low:	34½	*Average:	50.1
FEMALE:-	High:	58	Low:	40	*Average:	49.4
COMBINED:-	High:	79½	Low:	34½	*Average:	49.9

BASIC HOURLY RATES ALL CLASSIFICATIONS:

MALE:-	High:	1.73	Low:	.40	*Average:	1.001
FEMALE:-	High:	1.20	Low:	.40	*Average:	.743
COMBINED:-	High:	1.73	Low:	.40	*Average:	.989

* All averages shown are weighted averages.

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-CONFIDENTIAL-

This document contains information affecting the national defense of the United States within the meaning of the Espionage Act, 50 U.S.C., 31 and 32. Its transmission or the revelation of its contents in any manner to an unauthorized person is prohibited by law.

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This survey conducted and compiled by A. Bertram Locke, ✓ Associated Industries of Minneapolis, under direct authorization of the United States War Department.

MALE EMPLOYEES ONLY

Classifications	Number Employed	Basic Hourly Rates High	Low	Average	Hours Per Week High	Low	Average
Assembler (light)	562	1.22	.40	*1.068	66	44	*60.5
Assembler (heavy)	1588	1.22	.50	1.149	62	44	47.7
Bench Worker	1062	1.22	.55	1.008	66	44	48.6
Blacksmith	35	1.26	.75	.994	60	48	50.7
Boring Mill	374	1.22	.77	1.163	60	48	49.3
Crane Operator	56	1.62	.78	.973	60	45	54.3
Crank or Cam Shaft Grinder	10	1.05	1.00	1.045	56	48	54.4
Die Setter	8	1.40	.80	1.020	60	48	54.8
Drill Press (light)	243	1.21	.55	.879	60	44	54.1
Drill Press (heavy)	54	1.105	.55	.855	60	42	53.8
Drill (Radial)	417	1.21	.60	1.068	60	42	50.5
Drill (Vertical)	10	.92	.55	.766	66	55	58.9
Erector	5	1.73	1.00	1.03	60	42.5	42.8
Electrician	130	1.50	.70	1.374	60	48	48.4
Gear Cutter (1st class)	73	1.22	1.05	1.159	60	48	52.0
Gear Cutter (2nd class)	22	1.14	.96	1.055	56	48	55.4
Grinder (surface)	89	1.22	.70	1.087	60	48	52.3
Grinding Machine Opr.	335	1.22	.65	1.168	72	44	51.6
Helper	2460	1.00	.40	.850	60	34.5	49.6
Inspector	430	1.26	.70	1.108	66	44	51.5
Janitor	329	.855	.40	.773	60	48	48.9
Laborer (common)	240	.86	.55	.779	66	48	46.5
Lathe (automatic)	34	1.22	.96	1.17	48	47	47.5
Lathe (engine)	542	1.22	.55	1.069	79.5	44	52.2
Lathe (turret)	537	1.22	.55	1.058	60	44	51.3
Lathe Worker (bench)	14	1.05	.60	.831	58	48	55.1
Lay Out Man	145	~~1.22~~	.80	1.434	62	40	49.8
		1.35		1.186			

*All averages shown are weighted averages

MALE EMPLOYEES ONLY (Cont.)

Classifications	Number Employed	Basic Hourly Rates High	Low	Average	Hours Per Week High	Low	Average
Machinist (1st class)	712	1.26	.80	*1.203	72	44	51.9
Machinist (2nd class)	743	1.07	.70	.943	66	44	48.7
Milling Machine	633	1.22	.55	1.083	60	48	53.9
Millwright	151	1.22	.55	1.008	60	48	49.5
Multiple Spindle Drill	97	1.21	.70	.962	60	48	49.9
Painter & Sprayer	166	1.50	.60	.960	66	45	50.6
Planer Hand	36	1.22	.60	.986	60	48	56.5
Punch Press (set up)	19	1.00	.55	.895	58	48	54.7
Punch Press (operator)	879	1.05	.55	.862	60	44	49.5
Riveter (hand)	2	.92	.905	.915	48	48	48.0
Screw Machine (hand)	69	1.22	.55	.818	66	48	57.2
Screw Machine (automatic)	49	1.22	.60	1.030	72	48	56.2
Shaper	59	1.22	.65	1.101	60	44	52.3
Shop Clerk	442	1.22	.55	.926	60	48	48.4
Slotter	19	1.41	1.22	1.230	48	48	48.0
Stock Room Clerk	299	.95	.55	.776	66	42	50.4
Tool & Die Maker (1st cl.)	171	1.44	.90	1.312	66	48	61.0
Tool & Die Maker (2nd cl.)	63	1.32	.75	1.090	66	49	54.6
Toolmaker Helper	11	1.10	.65	.875	64	48	56.2
Trucker	194	.905	.55	.799	60	48	49.0
Watchman	226	1.25	.45	.805	72	42	48.7
Welder (1st class)	480	1.50	.775	1.145	66	44	48.6
Welder (2nd class)	74	1.13	.60	.899	70	44	49.5
Machine Adjusters	1522	.92	.92	.920	48	48	48.0
Machine Adjusters (chief)	486	1.10	1.00	1.070	48	48	48.0
Miscellaneous	446	1.22	.55	.919	72	44	49.1

FEMALE EMPLOYEES ONLY

Classifications	Number Employed	Basic Hourly Rates			Hours Per Week		
		High	Low	Average	High	Low	Average
Assemblers	87	.80	.40	*.616	58	48	*51.3
Bench Workers	20	.92	.50	.830	54	48	53.4
Drill Press Operators	2	.88	.55	.715	54	48	51.0
Helpers	317	.86	.50	.848	58	40	48.1
Inspector	55	.92	.55	.756	54	48	53.0
Machine Operators	28	.91	.59	.833	54	40	52.0
Shop Clerk	68	.76	.76	.760	48	48	48.0
Laboratory Technician	48	.70	.70	.700	48	48	48.0
Shop Clerk B.	68	.76	.66	.710	48	48	48.0
Machine Adjuster	7	.92	.92	.920	48	48	48.0
Miscellaneous	187	1.20	.50	.690	54	48	50.3

Miss Erickson

Fm Mr. Locke

~~EE~~

Associated Industries
Mpls.

SUBJECT: OFFICE WORKERS WAGE AND HOUR SURVEY - Minneapolis

DATE: March 15, 1943

NUMBER OF FIRMS PARTICIPATING: 51

NUMBER OF EMPLOYEES REPRESENTED: 2,695

TOTAL WEEKLY MAN HOURS REPRESENTED: 108,400

* * * * * *

NUMBER OF HOURS WORKED PER WEEK ALL CLASSIFICATIONS:

High: 48 Low: 37 Weighted Average: 40.6

BASIC STRAIGHT TIME WEEKLY RATES ALL CLASSIFICATIONS:

High: $75 Low: $14 Weighted Average: $28.196

* * * * * *

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* * * * * *

This survey conducted and compiled by A. Bertram Locke, Associated Industries of Minneapolis, under direct authorization of the United States War Department.

Vacation Time Granted With Pay

No. of firms	Time Granted
	A.
12	2 weeks
1	1 week after 1 yr.; 2 weeks after 2 yrs.
3	2 weeks after 1 year
2	1 week after 6 mos.; 2 weeks after 1 year
1	1 week, 3 years; 2 weeks thereafter
1	1 week, 5 years; 10 days thereafter
1	1 week, 5 years; 2 weeks thereafter
5	1 week
	B.
6	2 weeks
1	2 weeks after 1 year
1	1 week, 1 year; 2 weeks after 2 yrs.
1	1 week, 3 years; 2 weeks thereafter
1	1 week, 5 years; 2 weeks thereafter
1	1 week
	C.
1	1 week, 4 to 8 months; 2 weeks, 8 months to 15 yrs.; 3 weeks thereafter
1	1 week, 1 year; 2 weeks, 2 to 14 years; 3 weeks, 15 years or more
2	1 week, 1 year; 2 weeks, 2 years
1	1 day to 4 weeks based on service
3	2 weeks after 1 year
3	2 weeks
1	5 days, 1 year; 7½ days, 2 years; 10 days, 3 years
1	1 week

Number Days Sick Leave Granted with Pay Per Year		Number Holidays Paid for When Not Worked Per Year	
No. of firms	Time Granted	No. of firms	Holidays Paid
A.			
1	All	4	All
2	2 weeks	1	10
1	12 days	1	7½
1	1 week	3	7
1	5 days	14	6
13	Indefinite amount	2	5
3	None	1	4
B.			
1	4 weeks	4	All
1	2 weeks	2	8
1	10 days	4	6
5	Indefinite amount	1	5
1	1 week charged against vacation		
1	None		
C.			
1	3 to 10 weeks	1	All
2	Unlimited	1	10
1	1 day per mo. until 90 days	1	8
1	1 yr.-5 days; 2 yrs.-7½ days; 3 yrs-10 days	6	6
5	Indefinite amount	1	None
		1	7

51 Plants - Minneapolis

A. MANUFACTURING FIRMS

Classifications		Number Employed	Basic Hourly Rates High	Low	Weighted Average	Hours Per Week High	Low	Weighted Average
Addressograph and Multigraph Operator		28	$27.69	$17.00	$20.92	42	40	40.0
Billing Clerk		61	39.23	16.00	23.57	48	39	40.7
Bookkeeper (Head)	M & F	16	75.00	25.00	52.41	42	40	40.4
Bookkeeper	F	48	51.93	16.15	27.81	44	39	40.1
	M	11	51.93	31.60	40.10	40	40	40.0
Bookkeeping Mach. Opr.		43	32.31	17.00	24.10	44	39	40.1
Cashier (Head)		11	70.39	26.70	42.79	44	40	40.7
Cashier		13	51.93	19.62	30.47	40	40	40.0
Cost Clerk	F	38	57.70	17.31	26.42	44	40	40.3
	M	21	69.24	23.00	38.08	48	40	40.6
Comptometer Operator		103	30.00	16.00	22.67	40	39	40.0
Credit Correspondents		19	64.15	20.00	33.03	42	40	40.3
Dictaphone Operator		46	34.62	19.62	25.25	40	40	40.0
Filing Clerk		58	38.77	16.00	19.91	40	40	40.0
Key Punch Operator		18	25.38	16.15	20.77	40	44	40.0
Mail Clerk		21	24.23	15.00	19.08	45	40	41.0
Office Boy		27	23.54	14.00	16.18	45	40	42.3
Order Clerk	F	51	41.08	16.50	22.46	44	39	40.4
	M	17	46.30	27.69	34.82	48	40	41.0
Sales Correspondents	F	7	43.85	25.38	30.34	40	39	40.0
	M	23	68.30	28.85	43.65	40	40	40.0
Secretary		75	52.50	20.00	29.86	48	39	40.2
Stenographer		142	40.38	16.58	23.29	44	39	40.3
Stock Record Clerk	F	37	38.08	18.46	24.50	46	39	40.4
	M	10	45.00	18.46	28.92	44	40	41.2
Telephone Operator		30	35.50	18.00	23.94	44	39	40.4
Typist		79	25.38	15.00	20.63	42	40	40.0

Overtime consideration: All firms pay time and one-half over 40 hours.

B. WHOLESALING FIRMS

Classifications		Number Employed	Basic ~~Hourly~~ weekly Rates			Hours Per Week		
			High	Low	Weighted Average	High	Low	Weighted Average
Addressograph and Multigraph Operator		12	$35.00	$17.00	$21.96	44	40	41.3
Billing Clerk		35	30.00	15.00	20.62	44	40	42.9
Bookkeeper (Head) M & F.		8	62.68	25.40	45.15	44	40	41.0
Bookkeeper	F	12	54.93	17.31	24.81	40	40	40.0
	M	4	54.93	17.31	37.42	44	40	41.0
Bookkeeping Mach. Opr.		29	40.38	16.15	24.73	44	40	40.7
Cashier (Head)		10	69.24	19.00	42.93	44	40	41.0
Cashier		11	54.93	16.00	28.98	44	40	40.4
Cost Clerk	F	2	38.54	28.85	33.70	40	40	40.0
	M	9	54.93	28.85	41.45	42	40	40.0
Comptometer Operator		66	30.00	15.00	22.68	44	40	42.0
Credit Correspondents		9	70.00	22.00	41.90	44	40	41.0
Dictaphone Operator		22	31.15	17.00	24.29	44	40	41.0
Filing Clerk		35	25.00	15.00	19.20	44	40	42.0
Key Punch Operator		4	28.85	23.08	26.00	40	40	40.0
Mail Clerk		22	28.00	15.00	19.79	44	40	42.0
Office Boy		10	23.08	16.36	20.43	44	40	38.4
Order Clerk	F	34	36.92	17.00	22.57	42	40	40.2
	M	9	69.24	31.15	47.57	40	40	40.0
Sales Correspondents	F	8	69.00	24.00	39.50	44	40	44.0
	M	4	75.00	34.62	54.69	40	40	40.0
Secretary		22	34.62	22.00	28.06	40	40	40.0
Stenographer		56	34.00	16.15	23.20	44	40	40.4
Stock Record Clerk	F	38	28.00	17.00	21.72	44	40	40.7
	M	3	46.00	23.08	34.57	44	40	41.3
Telephone Operator		15	27.23	18.46	22.22	44	40	41.1
Typist		54	26.00	16.15	20.45	44	40	41.3

Overtime consideration: All firms pay time and one-half over 40 hours.

C. RETAILING AND SERVICING FIRMS

			Basic Hourly Rates			Hours Per Week		
Classifications		Number Employed	High	Low	Weighted Average	High	Low	Weighted Average
Addressograph and Multigraph Operator		26	$31.70	$16.26	$22.32	45	37	40.2
Billing Clerk		45	32.50	16.15	22.82	45	40	42.9
Bookkeeper (Head)	M & F	10	61.15	30.00	42.67	48	37	41.0
Bookkeeper	F	67	43.62	15.58	22.21	45	37	39.1
	M	3	43.62	21.92	31.00	40	37	39.0
Bookkeeping Mach. Opr.		30	27.23	16.38	22.03	45	37	40.7
Cashier (Head)		9	43.62	23.00	35.05	48	37	41.0
Cashier		31	32.89	16.15	21.75	46	37	43.4
Cost Clerk	F	2	23.00	19.62	21.31	42	40	41.0
	M	None						
Comptometer Operator		113	32.31	17.31	24.67	45	40	40.3
Credit Correspondents		11	42.69	21.00	28.63	45	40	38.0
Dictaphone Operator		34	27.69	15.88	19.91	40	37	38.0
Filing Clerk		116	24.69	15.00	17.88	45	37	39.3
Key Punch Operator		24	26.20	16.15	20.96	40	37	38.0
Mail Clerk		12	28.27	15.00	18.12	40	37	40.0
Office Boy		13	25.00	15.00	16.90	45	39	42.0
Order Clerk	F	237	30.69	16.00	17.58	42	40	38.3
	M	None						
Sales Correspondents	F	None						
	M	None						
Secretary		44	39.81	23.08	30.09	48	37	40.3
Stenographer		106	35.77	16.38	25.26	45	39	40.3
Stock Record Clerk	F	7	30.00	15.00	19.42	45	37	41.0
	M	3	41.31	17.88	27.04	40	37	39.0
Telephone Operator		32	27.69	16.15	23.04	45	37	41.3
Typist		128	29.00	16.00	21.69	45	40	40.3

Overtime consideration: 12 firms pay time and one-half over 40 hours.
1 firm pays time and one-half over 42 hours.

A, B, & C. MANUFACTURING, WHOLESALING AND RETAILING AND SERVICING FIRMS COMBINED

	Classifications		Number Employed	Basic Hourly Rates High	Low	Weighted Average	Hours Per Week High	Low	Weighted Average
✓	Addressograph and Multigraph Operator		66	$35.00	$16.26	$21.66	45	37	40.4
✓	Billing Clerk		141	39.23	15.00	22.60	48	39	42.0
[illegible] ✓	Bookkeeper (Head)	M & F	34	75.00	25.00	47.84	48	37	41.0
✓	Bookkeeper	F	127	54.93	15.58	24.58	45	37	40.0
		M	18	54.93	17.31	37.99	44	37	40.0
[illegible] ✓	Bookkeeping Mach. Opr.		102	40.38	16.15	23.67	45	37	41.0
	Cashier (Head)		30	70.39	19.00	40.51	48	37	41.0
	Cashier		55	54.93	16.00	25.25	46	37	42.0
	Cost Clerk	F	42	57.70	17.31	26.52	44	40	40.3
		M	30	69.24	23.00	39.08	48	40	41.0
	Comptometer Operator		282	32.31	15.00	23.47	45	39	41.0
	Credit Correspondents		39	70.00	20.00	33.80	45	40	40.0
	Dictaphone Operator		102	34.62	15.88	23.27	44	37	39.4
	Filing Clerk		209	38.77	15.00	18.67	45	37	40.0
	Key Punch Operator		42	28.85	16.15	20.87	40	37	39.0
	Mail Clerk		55	28.27	15.00	19.15	45	37	41.0
	Office Boy		50	25.00	14.00	17.42	45	39	41.4
	Order Clerk	F	322	41.08	16.00	19.55	44	39	39.0
		M	26	69.24	27.69	39.23	48	40	41.0
	Sales Correspondents	F	15	69.00	24.00	40.55	44	39	42.0
		M	27	75.00	28.85	45.28	40	40	40.0
	Secretary		141	52.50	20.00	29.65	48	37	40.2
	Stenographer		304	40.38	16.15	23.96	45	39	40.3
	Stock Record Clerk	F	82	38.08	15.00	22.77	46	37	41.0
		M	16	46.00	17.88	29.63	44	37	41.0
	Telephone Operator		77	35.50	16.15	23.23	45	37	41.0
	Typist		261	29.00	15.00	21.11	45	40	40.3

Overtime consideration: 49 firms pay time and one-half after 40 hours.
1 firm pays time and one-half after 42 hours.

WAGES

WOMEN'S BUREAU
U. S. Department of Labor
Washington

September 29, 1942.

OUTPUT OF WOMEN ON THE JOB IS EXCELLENT

Today when women are being employed in large numbers in war industries, there are many cases reported to the Women's Bureau indicating that the women's output on the job is every bit as good as men's output; in some cases women produce more. Of course, the Output is better where conditions of work are good, and where worker and job are properly fitted. A careful study of the job requirements is important when putting on a new worker, or when determining the rate of pay. Telling instances that indicate the excellence of women's output are as follows:

> The management of major metal plants on war production of machine gun parts recently stated to a Women's Bureau agent that women meet the schedule well, in some instances better than men, and often produce more than men. This is verified by occasional time-study checks.
>
> In machine tool plants, women who had been employed only a short time were reported doing well in production on milling machines, drill presses, gear hobbers, grinding machines, and inspection. In one case a woman's work exceeded that of most other workers, including men, in grinding broaches for barrel rifling machines, setting up her own work and grinding to tolerances of two ten-thousandths of an inch.
>
> More mechanical fuses are being produced than ever before in a Government arsenal where 96 percent of the employees at work on them are women, though a short time ago only 2 percent were women.
>
> Other operations in Government arsenals in which women in some instances have been found to produce more than men are in the operation of internal grinding machines formerly operated only by the most skilled men, and on several types of machining operations in the manufacture of rifles.
>
> A woman operating a sensitive drill in an aircraft plant had maintained a record of double the output of the man formerly on the job.
>
> In aircraft manufacture a drilling operation required a very small hole to be drilled in small pieces. A man on the job drilled 650 holes a day, when a girl was put on she kept up the record of 1,000 holes a day.

M.E.P.

Safety education is an important part of training in the ammunition industry. Before handling explosives, women may load powder bags with corn or beans, or they may use sand in learning how to weigh TNT.

In only 2 plants were women's minimum entrance rates the same as men's, the differential in favor of the men in half of the plants amounting to as much as 10 cents an hour. The beginning rate for women was at least 50 cents an hour, in almost half the plants, with time and one-half for work in excess of 40 hours. The work schedule was generally 6 days a week, making the weekly hours 45 or 48.

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Blood
(your copy)

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

WOMEN'S WAGES IN WARTIME

Recent Sources of Data on Women's Wages

Relation of Women's Earnings to Men's

Trends in Earnings

Earnings and Women's Cost of Living

Earnings in Special Industries or Occupations

  Manufacturing—War Industries
  Manufacturing—Nonwar Industries
  Nonmanufacturing Industries
  Clerical Workers

November 1944

WOMEN'S WAGES IN WARTIME [1]

No over-all survey of women's earnings, representing all industries and all parts of the country, has ever been attempted except that made by the Bureau of the Census in 1940. Practically all studies cover a single industry or a single locality. Some inquiries are limited as to both industry and area. The Census data covered income from salaries or wages received in 1939. For all women, regardless of time worked, median annual earnings were $465, half earning more, half less. For women working 12 months in the year the median was $707. Even the latter figure may not represent full earnings, as many women would not have worked every day nor for the full daily hours scheduled. Distributed throughout the year, even the larger sum represents only $13.60 a week for the woman's livelihood. These data were secured by occupation for the country as a whole and for each State.

A source of data on women's earnings for a year covers the entire country—reports on average annual earnings made by the Bureau of Old Age and Survivors Insurance. These include only those women who work in employment covered by old age insurance, thus omitting the occupations of many women, such as household employees, Government workers in arsenals and offices, and so forth. Moreover, as these data are collected for the important purpose of establishing and maintaining accounts for old age pensions, the procedure involved in their preparation is complicated, and figures for 1943 are not available at time of writing.

RECENT SOURCES OF DATA ON WOMEN'S WAGES

There are three sources of information on women's earnings that are kept up to date by monthly reports. These cover men and women wage earners (chiefly factory workers) only. In each case they are reported on the basis of a sample for each industry included. The National Industrial Conference Board reports average weekly and hourly earnings in 25 manufacturing industries. The combined figure for the 25 does not represant earnings in all manufacturing, since certain groups are omitted that are important employers of women, notably cotton textiles in the South and most food and clothing industries. The reports of this organization come from some 12,000 associates scattered throughout the entire country but with the greatest concentration in the New England, North Atlantic, and Great Lakes States. The Illinois Department of Labor reports average weekly and hourly earnings for all the principal manufacturing industries and for the chief nonmanufacturing groups aside from domestic service, agriculture, fishing, and forestry. The Illinois reports cover the important woman-employers - retail stores, laundries and dry-cleaning establishments, hotels and restaurants. The New York Department of Labor reports give average weekly earnings in the chief manufacturing industries and in laundries. The National Industrial Conference Board and Illinois report average hours worked in a week for men and women separately, New York only for all workers combined except for laundries.

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[1] Prepared by Elisabeth D. Benham, of the Research Division.

The Michigan Department of Labor and Industry has made during the war period two surveys of men and women wage earners in manufacturing, one in October 1942 and one in August 1944. These give average weekly earnings and average hours worked, by industry. The later survey also presents average hourly earnings.

There are many reports of special industries made by the Bureau of Labor Statistics of the United States Department of Labor that give earnings of men and women separately by chief occupations. 2/ Some of these are representative of an industry as a whole, others cover only a limited geographic area. Recent reports have included straight-time hourly earnings only. In order to get some idea of what a woman may earn in a week it is necessary to assume a given number of hours as the usual weekly schedule, including one and one-half times the rate for all hours over 40 in any manufacturing industry. In most nonmanufacturing industries extra payment for overtime is usual only if a union contract provides for it.

Through the war period almost the only wage data the Women's Bureau has secured are the hourly entrance rates paid in war industries. However, a study of war industries made in New Jersey in the summer of 1942 reported hourly wage rates of all women paid on a time basis. The various agencies just described are the chief sources of wage information.

RELATION OF WOMEN'S EARNINGS TO MEN'S

Recent reports of weekly wages in manufacturing as a whole show women's earnings as approximately 60 percent of men's earnings. Part of this difference is due to the fact that men work longer hours on the average. Women's hourly earnings shown by the various sources range from about 65 to 81 percent of men's earnings. This difference is accounted for partly by the employment of relatively more women in the lower-paid industries, such as boots and shoes and textiles. In a typical month the National Industrial Conference Board reports showed for particular industries that the ratio of women's hourly earnings to men's ranged by industry from 50 to 84 percent.

In general, more men than women are found in the better-paid jobs, but in sample studies over a period of years where comparison can be made between men's and women's earnings in the same occupation in the same industry, differences still are found to be almost entirely in favor of the men.

Beginning rates in the industries studied by the Women's Bureau in 1942 and 1943 were found, more often than not, to be the same for men and women, but there still were many establishments that started the green woman at a lower rate than the green man. Moreover, women usually had greater difficulty than men in getting their rates raised as they gained experience, and women less often than men were given the chance to move up into better-paid jobs. Lack of opportunity to gain a footing in the more skilled occupations and the tradition that a woman's work is worth less than a man's combine to keep women's earnings at a lower level.

2/ The Bureau of Labor Statistics also reports each month on the average weekly and average hourly earnings as derived from pay-roll data in 169 industries, but these are not by sex.

TREND IN EARNINGS

Great interest is felt in what the war has done to wages. Certainly wage rates have increased, especially in the industries directly furnishing munitions and due to the increased demand for production with a stationary or declining labor market. Weekly earnings have gone up even more, with lengthened hours. For example, if hours were raised from 35 to 45, the same hourly rate would yield nearly 36 percent more in weekly earnings, including premium overtime for hours over 40. This is about what has happened in manufacturing as a whole. The Bureau of Labor Statistics monthly reports show that average weekly hours in manufacturing in May 1939 were 36.7 and in May 1944 were 45.5. The National Industrial Conference Board has reported women's hours for these periods; in May 1939 they averaged 34 a week in 25 manufacturing industries, in May 1944 they averaged 41.1. This of itself would raise average weekly earnings by 21 percent. The rather large part of earnings increase that is due to overtime work will vanish for the most part after the war. The following table shows the increase in weekly earnings in all reporting manufacturing industries as secured from the three chief sources of data.

Source of Data	Average Weekly Earnings 1939		1944		Percent Increase	
	Men	Women	Men	Women	Men	Women
National Industrial Conference Board	$28.09	$16.18	$54.36	$30.78	94	90
Illinois Department of Labor	29.02	16.15	54.31	32.53	87	101
New York Department of Labor	29.99	17.04	55.36	33.28	85	95

Only the National Industrial Conference Board reports average hourly earnings for men and women separately for both these dates. These averages also include the overtime rates, yet they show but little over half so great a proportional increase as was the case in weekly averages. The averages were as follows:

Employees	Average Hourly Earnings 1939	1944	Percent Increase
Men	$0.764	$1.159	52
Women	.475	.745	57

When a floor is placed under earnings, as was done by the Fair Labor Standards Act, has been done to a considerable extent since then through collective bargaining, and is now being done for local services and other intrastate industries by extending State minimum-wage acts to men as well as women, the lowest-paid workers (usually, as in this instance, the women) experience somewhat the greater benefit.

Only Illinois reports furnish the trend in the nonmanufacturing industries. The data show that for most of these, though even before the war they averaged a much smaller pay envelop than the manufacturing industries the wage increases have been very much less than those in manufacturing. For the chief woman-employers the wage advances were as follows:

Industry	Average Weekly Earnings				Percent Increase	
	1939		1944			
	Men	Women	Men	Women	Men	Women
Department and variety stores	$26.52	$10.99	$35.18	$12.17	33	11
Retail apparel stores	25.10	18.66	37.60	24.43	50	31
Hotels	19.62	13.63	27.00	19.80	38	45
Restaurants	15.47	12.38	31.54	19.44	104	57
Laundry and dry cleaning	29.77	13.81	46.03	21.13	55	53

Once a year the New York reports give the average earnings of men and women office workers in factories. The following shows the changes from October 1939 to October 1943:

Employees	Average Weekly Earnings		Percent Increase
	1939	1943	
Men	$45.90	$57.83	26
Women	22.98	32.27	40

In 1940, firms were requested to omit from their reports all salesmen and executives, a change tending to lower the average. This difference probably affected men's earnings more than women's. In Illinois the advance from April 1941 to October 1942 in the average earnings of men and women clerical workers in factories was as follows:

Employees	Average Weekly Earnings		Percent Increase
	1941	1942	
Men	$36.89	$49.43	34
Women	22.54	27.50	22

EARNINGS AND WOMEN'S COST OF LIVING

In New York State it is possible to compare earnings with cost of living as reported annually by the Division of Women in Industry and Minimum Wage. 3/ In 1939 a woman living with her family required $20.08 a week for adequate maintenance and the protection of her health. In 1943 the amount required,

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3/ Later the Division of Women, Child Labor, and Minimum Wage.

including an investment in war bonds, was $30.77, a 53-percent increase as compared with the increase in earnings of 95 percent in the period being studied. These are over-all averages only and do not tell the story for particular industries nor for the many individual workers who receive less than the average. While the average weekly earnings for all women in New York in 1944 were about $2.50 above the budget requirements, this was due largely to higher earnings in the metal and machinery group, chiefly on war production, and in the apparel group, which is quite well unionized. In the following important industries in New York women's average earnings were below this requirement:

	Average Earnings
Knitting mills	$24.20
Tobacco manufacture	26.31
Paper and allied products	25.50
Food and kindred products	26.52
Textile-mill products	26.65
Leather and leather products	26.74
Printing, publishing, and allied industries	26.89

The Women's Bureau and the Bureau of Labor Statistics estimated that in August 1943 a woman Government worker living apart from her family in the District of Columbia would require $35 a week for room, board, clothing, and other essentials, including taxes, retirement deduction, and the 10 percent workers are urged to put into the purchase of war bonds.

The Heller Committee for Research in Social Economics estimated that a woman living alone in San Francisco in March 1944 would require $29.50 a week, including taxes and a small investment in war bonds. Because of the demand for wartime economy, this budget curtailed some of the peacetime standards of goods and services. For instance, less was allowed for clothing than in March 1941, less for medical and dental care, personal care, recreation, gifts and incidentals. While no recent earnings of women are reported for California, it is probable that the requirements for healthful living do not differ greatly from one State to another.

EARNINGS IN SPECIAL INDUSTRIES OR OCCUPATIONS

Many current reports are available on men's and women's earnings in particular industries, especially in manufacturing and often covering a restricted geographic area. Not all these can be mentioned here, but the more outstanding facts as to important industries and occupations engaged in by women have been selected from these reports.

Manufacturing—War Industries.

While Army and Navy contracts are placed for almost every product manufactured, it is customary to think of certain groups as outstanding producers of munitions of war. These include aircraft, ships, machinery, electrical devices, ammunition (chemicals), and rubber products. The automobile industry, often reported as such, is largely converted to aircraft, guns, tanks, and many other items. Another point of interest is that, except for certain electrical supplies, these were chiefly men's industries before the war. They were also the ones where higher wage rates prevailed.

The following table presents the earnings of women at work on some of the most outstanding of these products. Though the general industry classification is the same, the particular product may vary widely from State to State and from plant to plant within the samples included in these reports. Figures for Michigan are for August 1944, the others for May 1944.

Industry	Average Weekly Earnings of Women as Reported by—			
	National Industrial Conference Board	Illinois	Michigan	New York
Aircraft	$44.86	-	$58.10	-
Automobiles	47.44	-	52.41	-
Transportation equipment, total	-	$40.94	-	$44.15
Electrical manufacturing	38.33	36.13	-	(1)
Radios	-	-	39.65	-
Shipbuilding	47.68	-	40.81	-
Rubber products	36.39	27.12	2/44.02	33.06
Chemicals	31.91	31.47	43.83	3/29.40
Machinery and machine tools	40.67	37.11	47.89	4/36.33

1/ Included in machinery, which see.
2/ Tires and tubes.
3/ Chemical products other than industrial ($34.88 for industrial).
4/ Includes electrical.

In all instances reported, women's average hours were more than 40, most frequently 43 or 44, so some pay at time and one-half is included.

The Women's Bureau study of New Jersey in 1942, reporting only on time workers, shows a distribution of women earning various rates. Such a distribution gives a more complete picture than the average, but cannot be obtained except by special study. In three of the major war industries reported, half or more of these time workers earned 50 to 59 cents an hour; in the electrical and metal-parts industries, the major groups had somewhat higher hourly earnings. These New Jersey distributions were as follows:

Industry	Percent of Women With Hourly Rates of— Under 50 cents	50, under 60 cents	60, under 70 cents	70 cents and over
Aircraft engines and propellers	-	51	21	28
Ammunition, gun parts, and other ordnance accessories	7	57	20	16
Electrical products	5	15	67	13
Machines and machine tools	15	52	16	17
Metal parts, small	21	7	40	31

From Bureau of Labor Statistics reports 4/, certain characteristic occupations of women have been selected and their reported hourly earnings translated into earnings for a 40- and a 44-hour week. These figures follow:

Aircraft Engines, United States—August 1943

Occupation	Women's Average Earnings Hourly	For a Week of— 40 hours 1/	44 hours 1/
Burrers, Class B	$1.025	$41.00	$47.15
Burrers, Class C	.984	39.36	45.27
Grinding-machine operators, Class C	1.060	42.40	48.76
Inspectors, Class B	1.094	43.76	50.33
Inspectors, Class C	.958	38.32	44.07

4/ Monthly Labor Review, March 1944, p. 579 ff, and various mimeographs.

1/ Computed by Women's Bureau.

Electrical Machinery, Chicago Area--October 1943

Occupation	Hourly	Women's Average Earnings For a Week of-- 40 hours 1/	44 hours 1/
Assemblers, bench, Class C	$0.66	$26.40	$30.36
Drill-press operators, single and multiple spindle, Class C	.69	27.60	31.74
Solderers, Class B	.67	26.80	30.82
Winders, armature and coil, Class C	.73	29.20	33.58
Wirers, assembly, Class C	.73	29.20	33.58
Inspectors, Class C	.66	26.40	30.36

Machinery Other than Electrical, Chicago Area--October 1943

Occupation	Hourly	40 hours 1/	44 hours 1/
Assemblers, bench, Class C	$0.70	$28.00	$32.20
Grinding-machine operators, Class C	.77	30.80	35.42
Milling-machine operators, Class C	.86	34.40	39.56
Inspectors, Class C	.79	31.60	36.34

1/ Computed by Women's Bureau.

It is evident that many women in the two Chicago machinery groups would find it impossible to meet the New York State adequate budget ($30.77) or that of San Francisco ($20.50).

Manufacturing--Nonwar Industries.

While some of these industries, especially men's clothing, fruit and vegetable canning, and cotton textiles, have produced in quantity for the armed forces, they also are producing directly for the civilian consumers. Moreover, here in nonwar factories are found all the important woman-employers, and these usually are at the lower end of the scale in wage payments.

The following gives the general level of women's wages on a number of these products. Figures for Michigan are for August 1944, the others for May 1944.

Industry	Average Weekly Earnings of Women as Reported by-- National Industrial Conference Board	Illinois	Michigan	New York
Boots and shoes	$24.75	$26.36	$27.50	$28.74
Clothing:				
Men's suits and overcoats	-	30.85	-	31.84
Women's underwear	-	28.54	-	26.94
Confectionery	-	26.65	26.38	27.64
Fruit and vegetable canning	-	25.17	19.68	24.24
Hosiery and knit goods	27.42	24.29	27.35	24.20
Tobacco products	-	29.80	27.91	26.31

A few recent Bureau of Labor Statistics studies give a picture of women's earnings in some of the principal occupations in industries that long have employed women, reporting for certain parts of the country.

Cotton Broad-Woven Goods and Yarn Mills, 5 Southeastern States--July 1943

Occupation	Range of Women's Average Earnings		
		For a Week of	
	Hourly	40 hours 1/	44 hours 1/
Ring-frame spinners	$0.46 to $0.56	$18.40 to $22.40	$21.16 to $25.76
Weavers, other than jacquard loom	.50 to .67	20.00 to 26.80	23.00 to 30.82

Seamless Hosiery, 8 Southeastern Labor-Market Areas--July 1943

Occupation	Hourly	40 hours 1/	44 hours 1/
Boarders	$0.47	$18.80	$21.62
Knitters, automatic	.54	21.60	24.84
Loopers	.49	19.60	22.54

Candy and Other Confectionery Products, Chicago--July 1943

Packers, hand	$0.57	$22.80	$26.22
Wrappers, hand	.60	24.00	27.60
Wrappers, machine	.58	23.20	26.68

1/ Computed by Women's Bureau.

Nonmanufacturing Industries.

Many women under this broad heading are found in stores, laundries, and restaurants. These are the establishments that have been hard pressed to hold their workers against the pull of glamor and higher wage rates in the industries that appear to be more directly connected with the war. The present level of women's earnings in Illinois in these fields has already been given. (See p. 4)

Earnings in laundries in New York have been reported since August 1942, at which time they averaged $17.80 for women; by May 1944 they had risen to $24.77, or by 39 percent.

The United States Bureau of Labor Statistics made three comprehensive studies of earnings in the spring and summer of 1943—of year-round hotels, of limited-price variety stores, and of power laundries. 5/ Each study covered both large and small cities in all parts of the country.

5/ See Monthly Labor Review: Hotels, July 1944, p. 139; stores, June 1944, p. 1265; laundries, January 1944, p. 157.

Average hourly earnings of chambermaids were reported in 72 cities and ranged from 14 to 50 cents, which would be from $5.60 to $20 for a 40-hour week. Some of the lower rates probably were supplemented by free meals, lodgings, or both. In 8 cities the average was below 20 cents; and in 20 cities, 20 to 29 cents. Waitresses and kitchen workers were not included.

Average hourly earnings of women retail clerks in limited-price variety stores were reported for 82 cities or areas. The lowest amount reported was 23 cents an hour, which would be $9.20 for a 40-hour week; the highest, 53 cents, would yield $21.20 for 40 hours. The average was below 30 cents in 16 places, which would be less than $12 for 40 hours. In 54 localities rates averaged 30 to 39 cents, or less than $16 for a 40-hour week.

In power laundries women's earnings in 36 areas combined were as follows:

Occupation	Women's Average Earnings, 1943		
		For a Week of—	
	Hourly	40 hours 1/	44 hours 1/
Flat-work feeders	$0.375	$15.00	$17.25
Flat-work catchers	.370	14.80	17.02
Shakers	.365	14.60	16.79
Bosom-press operators	.425	17.00	19.55
Collar-and-cuff-press operators	.410	16.40	18.86
Markers	.410	16.40	18.86

1/ Computed by Women's Bureau.

The highest-paid group, bosom-press operators, averaged less than 30 cents in 5 areas and 30 to 39 cents in 10.

Clerical Workers.

Illinois, Michigan, and New York reported on average earnings of women office workers in factories in 1942 (though only New York reported in 1943, see page 4). The following gives the data for 1942 from the 3 States:

	Average Weekly Earnings of Women
Illinois (October)	$27.50
Michigan (April)	21.52 to $29.13
New York (October)	30.00

The National Industrial Conference Board in the fifth of a series of surveys reported on clerical salary rates paid in April 1944. 6/ These reports covered 21 large cities and presented rates for the chief occupations. The following gives weekly rates paid for a number of occupations employing large numbers of women.

Occupation	Weekly Salary Rate		
	Average	Low	High
File clerk	$20	$15	$58
Receptionist	25	18	76
Stenographer	30	16	54
Telephone-switchboard operator	30	15	45
Junior copy typist	25	15	~~15~~ 45
Senior copy typist	28	17	48

6/ Conference Board Management Record, July 1944, p. 186.

all 8

OFFICE OF WAR INFORMATION

ADVANCE RELEASE ADVANCE RELEASE

NATIONAL WAR LABOR BOARD

For Release in Morning Papers
of Friday, November 17, 1944

B-1836
Revised General Order 30

Voluntary wage and salary increases which do not bring rates above 50 cents an hour, heretofore approved by the National War Labor Board to correct sub-standards of living whenever application was made for such approval, may now be put into effect by employers without the necessity of obtaining approval, according to a procedural revision of General Order No. 30 announced by the Board today.

The Board's action affects no change in policy. It is designed solely to eliminate the inconvenience and delay involved in filing applications for approval of voluntary wage adjustments between 40 and 50 cents an hour which the Board regularly approves under its present policy.

In the past such adjustments could be made without approval only up to 40 cents an hour.

The revised order specifies, however, that increases between 40 and 50 cents an hour made without approval pursuant to this General Order may not furnish a basis either to increase price ceilings of the commodity or service involved or to resist otherwise justifiable reductions in ceiling prices.

The revised General Order No. 30 is attached.

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11/16/44

TITLE 29 - LABOR

CHAPTER VI - NATIONAL WAR LABOR BOARD

PART 803 - GENERAL ORDERS

General Order No. 30 has been amended to read as follows:

803.30 General Order No. 30 - In accordance with the provisions of Section 4 of Title II of Executive Order 9250, increases in wage or salary rates which do not bring such rates above 50¢ per hour may be made without the approval of the National War Labor Board. Increases above 40¢ per hour made hereunder may not, however, furnish a basis either to increase price ceilings of the commodity or service involved or to resist otherwise justified reductions in such price ceilings.

/s/ Theodore W. Kheel
Executive Director

(Adopted November 11, 1944)
(Executive Order 9250, Oct. 2, 1942,
7 F.R. 7871; as amended by E.O. 9381,
Sept. 25, 1943, 8 F.R. 13082; E.O. 9328,
Apr. 8, 1943, 8 F.R. 4681; Act of
Oct. 2, 1942, C 578, 56 Stat. 765, Pub.
Law 729, 77th Cong.)

OFFICE OF WAR INFORMATION

ADVANCE RELEASE ADVANCE RELEASE

NATIONAL WAR LABOR BOARD PRESS RELEASE

For Release in Morning Papers
Of Wednesday, December 27, 1944

B-1896
Foundries

The National War Labor Board today announced adoption of a resolution providing that wage cases of critical foundries and forge shops on a special "blue-ribbon", "blanket certification list" prepared by the War Production Board and the War Manpower Commission will be handled as "rare and unusual" cases in order to meet critical foundry production problems resulting from manpower shortages in the industry.

The National Board will approve or grant average wage increases up to 10 cents above the established approvable rate in voluntary or dispute cases on the blanket certification list unless there are compelling reasons making such action inappropriate, according to the resolution.

The resolution followed a Board investigation into the relationship of minimum wage brackets in foundries to related industries, the current status of cases before the National and Regional Boards and the nature of the past action by these Boards.

The investigation was requested by the War Production Board, the War Manpower Commission and the Armed Services to assist them in solving a serious production problem in many foundries and forge shops engaged in producing castings and forgings for vitally needed war supplies. It has been contended that the level of wages in foundries and shops has been a contributing factor in the foundry manpower shortage.

The War Production Board will place a foundry on the blanket certification list if:

> "The particular foundry is of critical importance to the war effort; production in the foundry is seriously behined war requirements; manpower, rather than materials or other production factor, is the critical or limiting factor; and the entire or major part of the output of the foundry consists of products of urgent military importance and use."

In joining the War Production Board in placing the name on the list the War Manpower Commission will certify the following:

> "The particular foundry has failed to meet production requirements due to a manpower shortage which the War Manpower Commission has been unable to overcome through its own programs; in the judgment of the War Manpower Commission, in the light of the circumstances, a wage adjustment is certified as an attempt to alleviate the manpower shortage; if any wage adjustment granted to the particular foundry should attract workers from essential industries, the War Manpower Commission believes that the situation is so critical that it approves such a transfer of workers."

For any case on the blanket list, the Wage Stabilization Division of the National Board will incorporate in its analysis a statement from the Regional Board indicating whether or not approving or granting such an above-minimum wage bracket adjustment would be likely to unstabilize foundry or forge shop wage rates in the area in which the particular foundry is located.

All cases involving foundries including those subject to Regional Boards and not on the special list handled by the National Board, are to continue to be given preference in processing and to be processed with the greatest possible dispatch, as directed in the resolution on the Processing of Foundry cases adopted by the National Board on July 19, 1944.

The Board's resolution is attached.

NATIONAL WAR LABOR BOARD
WASHINGTON, D. C.

Resolution on "Rare and Unusual" Cases Affecting Foundries and Forge Shops

Untill further order of this Board, the Inter-Agency Agreement of April 18, 1944, relating to the certification of "rare and unusual" cases is modified in relation to critical foundries and forge shops as herein indicated, without, however, essentially altering the spirit and basis of the certification procedure:

A. The National War Labor Board will regard a case as "rare and unusual" when the name of the particular foundry or forge shop involved in such case appears on a "blanket certification list" to be supplied to the National War Labor Board Committee on Regional Instructions jointly by the War Production Board and the War Manpower Commission. In placing the name of a foundry on the "blanket certification list" the War Production Board by that action will certify the following:

> The particular foundry is of critical importance to the war effort;
> production in the foundry is seriously behind war requirements;
> manpower, rather than materials or other production factor, is the critical or limiting factor; and
> the entire or major part of the output of the foundry consists of products of urgent military importance and use.

In joining with the War Production Board in placing the name of a particular foundry on the "blanket certification list," the War Manpower Commission by that action will certify the following:

> The particular foundry has failed to meet production requirements due to a manpower shortage which the War Manpower Commission has been unable to overcome through its own programs; in the judgment of the War Manpower Commission, in the light of the circumstances, a wage adjustment is certified as an attempt to alleviate the manpower shortage; if any wage adjustment granted to the particular foundry should attract workers from essential industries, the War Manpower Commission believes that the situation is so critical that it approves such a transfer of workers.

B. Unless there are compelling reasons making such action inappropriate, the National War Labor Board will approve or grant a wage adjustment to any voluntary or dispute cases involving a foundry or forge shop appearing on the "blanket certification list" above the minima of the appropriate brackets for the classifications to which the certification relates, but not to exceed an average of 10¢ above the appropriate bracket minima. The Board is informed that the manpower shortage is concentrated in the common labor and semi-skilled occupations and expects that the certifications will be directed to the higher-paid classifications only in very exceptional cases. If in connection with increases in the common labor and semi-skilled occupations in which critical manpower shortages exist it is desirable to increase other classifications in the same plants to avoid intra-plant inequalities, such adjustments in the rate of higher-paid inter-related occupations will be smaller and tapered increases only, in the manner set forth in the Policy Directive of the Director of Economic Stabilization, dated May 12, 1943.

C. Cases involving foundries and forge shops appearing on the "blanket certification list" will be processed by the National Wage Stabilization Division in Washington and decided by the National Board, unless otherwise directed by the Board.

D. In any case involving a foundry or forge shop on the "blanket certification list" the Wage Stabilization Division will incorporate in its analysis for the National Board a statement, from the Regional Board concerned, indicating whether or not approving or granting such an above-minima bracket adjustment would be likely to unstabilize foundry or forge shop wage rates in the area in which the particular foundry or forge shop is located.

All cases involving foundries and forge shops and particularly those on the "blanket certification list" shall continue to be given preference in processing and be processed with the greatest possible dispatch by all Regional Boards and all divisions of the National Board, as directed in the resolution on the Processing of Foundry cases adopted by this Board on July 19, 1944.

(ADOPTED: NOVEMBER 20, 1944)

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WASHINGTON POST & NEWS - 1942

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The Ford case

News

Treasury to Regulate 'Big Boys'

~~Oct~~ 8, 1942

Salaries Under $5000 Exempt From Control

Secretary Morgenthau disclosed today that the Treasury is formulating regulations to stabilize salaries over $5000 a year as well as those in excess of $25,000.

Stabilization Director Byrnes said yesterday he had asked Morgenthau to look into the problem of limiting large salaries to $25,000 net, but it was not known until today that he had also asked for regulation of salaries between $5000 and the limit.

Morgenthau told a press conference the recommendations probably would be ready by Monday. The proposals are expected to disallow in corporation income tax returns any salary increases above $5000 which have not been approved by the Government.

Morgenthau made his disclosure after the War Labor Board confirmed that workers receiving salaries—not wages—of $5000 or less a year are exempt from the stabilization order.

Meantime, the WLB provisionally approved voluntary wage raises between Sept. 15 and Oct. 3 and specified that wage increases ordered by the WLB before Oct. 3 be put into effect.

WLB Chairman William H. Davis emphasized that his board definitely has no jurisdiction over salaries under $5000. The President's order did provide, however, for control of salaries over $5000 by Byrnes.

Salary, in the program to stabilize the national economy, is remuneration paid on a weekly, monthly or yearly basis. Wages are generally paid on an hourly basis.

Davis said the board would soon decide the line of demarcation between large and small wage increases or decreases and whether automatic increases in existing labor contracts could be paid without WLB approval. The executive order authorized the board to exempt from its wage regulations small total wage increases or decreases.

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The five types of individual increases permitted are as follows:

Individual promotions or reclassifications.

Individual merit increases within established rate ranges.

Operation of an established plan of wage increases based upon length of service.

Increased productivity under piece-work or incentive plans.

Operation of apprentice or trainee system.

The action was companion to a previous WLB order which exempted all employers of eight or less workers from the provisions of the October 3 stabilization order which required the submission of all wage increases to WLB for approval.

Adjustments made under yesterday's order must be "incident to the application of the terms of an established wage agreement or to established wage-rate schedules covering the work asisgnments of employes," WLB said.

The order stated that "adjustments of wages made under this order should not result in any substantial increase of the level of costs."

A board spokesman stated that issuance of this order should serve

See WLB, Page 4, Column 2.

$3.00 "FIELDCREST" BLANKETS
—Extra large 72x84-in., weights 2½-lbs.; Colorful jacquard and Indian designs. Double-woven.. Slight mill seconds. $1.97
Street Floor

Homewares
—Large 72x84-in. Cotton Blankets in large block plaids. Ideal for sheet blankets ....89¢
—25c 36-in. Outing Flannel with pink or blue stripes. For men's, children's and women's sleeping garments. Yd., 19¢
—$1.49 Famous "Capitol" Sheets, 63x108-in. size only. Finished with wide hems. Classed as "Thirds," but no holes $1.19
—"Cannon" Towel Ends, assorted sizes of turkish and huck towel ends, plain white ....5¢
—Part-Wool Blanket Ends in colorful block plaids. For children's beds and cribs ....29¢
—45-in. Unbleached Sheeting, heavy weight, free from dressing. For sheets and cases. Yd. ....25¢
Street Floor

—Nationally advertised diapers, famous for their absorbing and quick drying qualities. Friday only. $1.39 Doz.
Second Floor

Men's Reg. $15.00 FALL SUITS
—Broken lots. Single and double breasted models, coat, vest and trouser suits. Sizes 35 to 42 in group. $11.88
Street Floor

Men's Wear
—22c to 39c Broadcloth Shorts, neat striped patterns, sizes 32 to 40. Also irregs. of white shorts. Broken sizes,

—3 Reg. $19.95 Gateleg Tables in walnut, mahogany or maple finishes, $16.99
—2 Reg. $24.50 "CAVALIER" Cedar Chests with walnut exterior and red cedar interior $19.99
Downstairs Store

Shoes

WLB De
To 115,000 Ford Employes

Post Oct 13—1942

The War Labor Board yesterday completed the stabilization of wage rates in the automobile industry by flatly turning down the demand of 115,000 employes of the Ford Motor Co. for a $1-a-day wage increase.

The action—taken by a unanimous vote—followed previous orders by WLB increasing the wages of workers employed by General Motors and Chrysler 4 cents an hour.

All three actions resulted from strict application of WLB's "little steel" wage stabilization formula which permits wages to rise 15 per cent above January, 1941, levels. In the case of Ford, WLB found that the workers had received wage increases of more than 25 per cent during the interval.

The request for a $1 a day wage increase was made of all three firms by the C. I. O. United Automobile Workers of America. A formal opinion explaining the board's action in the Ford case is being prepared by Public Member Wayne L. Morse for release shortly.

At the same time, WLB acted to standardize vacation clauses among the three manufacturers by giving Ford workers with less than five years experience a week's vacation a year, and those with more than five years experience two weeks.

The Ford case was certified to WLB last June with continuation of a union shop and checkoff agreement at issue along with wages The union shop and checkoff issue was settled without resort to a formal board order, by voluntary negotiations.

Both the union security and wage provisions will be incorporated in a collective bargaining contract between the union and the company. The contract will serve as the successor to a contract which expired last June. That contract was the first ever signed by Ford and the union and provided as its basic wage principle that Ford would pay wages equal to or higher than those of any of his competitors.

WLB Order Allows 5 Kinds Of Pay Raises

Post 15 Oct 1942

Individual Employes Can Receive Increases Within Certain Scope

The War Labor Board yesterday eased somewhat the ban on wage increases made without its approval by giving American employers blanket permission to grant five kinds of wage increases to individual employes within the scope of established pay systems.

The blanket authorization was granted on condition that the increase "shall not furnish a basis either to increase price ceilings of the commodity or service involved or to resist otherwise justifiable reductions in such price ceilings."

The five types of individual increases permitted are as follows:

Individual promotions or reclassifications.

Individual merit increases within established rate ranges.

Operation of an established plan of wage increases based upon length of service.

Increased productivity under piece-work or incentive plans.

Operation of apprentice or trainee system.

The action was companion to a previous WLB order which exempted all employers of eight or less workers from the provisions of the October 3 stabilization order which required the submission of all wage increases to WLB for approval.

Adjustments made under yesterday's order must be "incident to the application of the terms of an established wage agreement or to established wage-rate schedules covering the work asisgnments of employes," WLB said.

The order stated that "adjustments of wages made under this order should not result in any substantial increase of the level of costs."

A board spokesman stated that issuance of this order should serve

See WLB, Page 4, Column 2.

VICTORY

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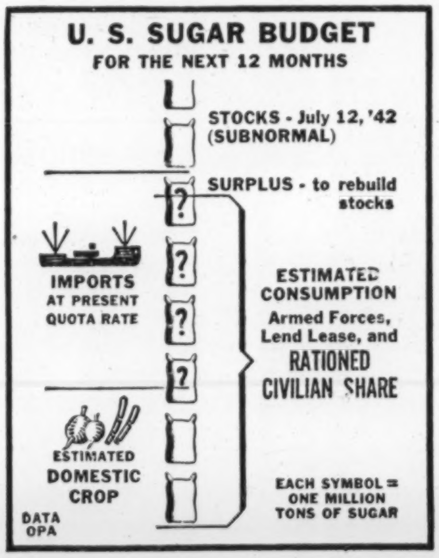

TOWARD A WAGE POLICY

War Labor Board takes January 1941 buying power as basis for "Little Steel" award

The National War Labor Board last week announced in the Little Steel case a wage stabilization policy which is based on maintaining the purchasing power of hourly wage rates as of January 1941. This policy, according to William H. Davis, Board Chairman, will "lead to a 'terminal' for the tragic race between wages and prices."

Workers accept decision

On the basis of five guiding principles set forth in the opinion of the Board on the wage issue, written by Dr. George W. Taylor, vice chairman, the Board granted the employees of four little steel companies an increase of 5½¢ an hour, or 44¢ a day. The United Steelworkers of America, CIO, had asked an increase of 12½¢ an hour or $1 a day for the 157,000 workers involved.

On July 17 the policy committee of the steelworkers' union unanimously accepted the decision of the Board after receiving the telegram from President Roosevelt which said that "control of the threatening rise of the cost of living is of paramount domestic importance." The union answered the telegram by stating in a resolution:

"As workers we embrace the opportunity of being in the forefront in carrying out the national policy which will aid our Nation in its war for total survival."

In accordance with an interim order of the Board of April 24, the wage increase will be retroactive to the date of certification of each case—February 6 in the case of the Bethlehem Steel Co., February 7 in the case of the Republic Steel Corporation, and February 10 in the case of both the Youngstown Sheet & Tube Co., and the Inland Steel Co. The vote on the wage issue was 8 to 4, the labor members dissenting.

The Board also ordered the four steel companies to include a maintenance of membership and check-off clause in what will be their first contract with a national steel union and granted a 24-year-old request for a guaranteed daily minimum wage. Those workers who do not desire to be bound by the maintenance of membership and check-off provisions will have 15 days during which they can resign from the union. The employer members dissented on the union security provision and all three groups on the Board were unanimous on the daily guarantee.

THE WAGE ISSUE

Dr. George W. Taylor, vice chairman of the Board, outlined the guiding principles on which the Board decided this case as follows:

"In full recognition of its grave responsibility to the Nation, and for reasons later detailed in this opinion, the National War Labor Board has determined that the following guiding princi-

(*Continued on page 4*)

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Review of the Week

Wages made the news last week on the domestic front—which is to say that wage issues were the foam on the wave of American effort that will overwhelm the Axis. The National War Labor Board granted workers in the "Little Steel" companies 44 cents of a demanded dollar-a-day increase. Eighteen cents of this was for what the board called "equity," but 26 cents was granted on the basis of the 15-percent rise in the cost of living between January 1, 1941, and May 1, 1942. Price experts hurried to estimate what effect this standard would have if generally applied.

Steps to end labor "pirating"

Wages entered the picture again in the revelation by War Manpower Commission Chairman McNutt, that he will use all the force of his office where necessary to end "pirating" of labor. Manufacturers in communities where labor is critically short will be asked to agree against upsetting the labor market by enticing scarce skilled workers away from one another. If they don't agree, however, the Government is to set up local controls anyway.

The West Coast Airframe Stabilization Conference, called to stabilize aircraft workers' wages and working conditions, recessed temporarily after the representatives of labor, management, and Government failed to reach an immediate agreement.

Nelson explains rubber-making plans

Materials, now the central concern of the War Production Board, were very much in the public eye as WPB Chairman Nelson went before a Senate subcommittee to explain about rubber-making plans. WPB has decided against shifting to more alcohol and less petroleum as a basis for the synthetic rubber now planned, he said. He admitted that later reflection may show mistakes have been made, but pointed out that WPB had to make decisions and get action with urgent speed.

Sugar rationing must continue

Rationing of sugar will have to continue on about the present basis if we are to share and share alike, the Office of Price Administration observed. Civilians, armed forces, and our allies are using up all we can ship in except a very small amount needed to rebuild our depleted reserves.

New system for gasoline deliveries

At the same time OPA made arrangements with the Defense Supplies Corporation to pay extra freight charges on sugar shipped from the West Coast to areas east of Chicago, so that supplies could be distributed equally. Steps were taken to make the rationing system easier for individuals and industrial users.

OPA also announced that the number of gasoline rationing tickets taken in by a given filling station will be made the basis for deliveries to the station. The 50 percent cut in deliveries ordered by WPB was thus replaced by a new system. Meanwhile, OPA sharply reduced the quota of bicycles for rationing in July, because of a WPB order stopping production at the end of August.

The first court order restraining a real estate operator from charging rents above the ceiling rewarded OPA's efforts.

Relief for retailers

New York retail stores who were caught with a milk ceiling below their present buying cost got a price boost temporarily while OPA considers what to do about the squeeze. Retail stores in general benefited by an amendment to the universal ceiling which permits them to adjust prices immediately if they have unjustly low ceilings because of special sales or other conditions in the base period. Retail chains received help in maintaining uniform prices for their stores.

More household items disappear

Other OPA actions covered a wide field including lumber, textiles, scrap metals, machine tools, pigments, pine oil, industrial diamonds, coffee, canned vegetables, glass and wallboard.

WPB revealed that hundreds of household items once considered almost in the essential class have gone out of production to save materials and plants for war production. In continuing this program, WPB last week took action affecting these diverse materials and products:

Metal shelving; metal sign materials; metal plastering bases; venetian blinds; portable lamps and shades; lithium compounds; antimony; binoculars and ship valves; aniline; arsenic; xylol; tin and terne plate; fire protective equipment; silk waste; Sitka spruce (several grades frozen).

WPB also unfroze some 45,000 electric ranges for sale to the public.

Also last week, as Conservation Chief Rosenwald warned that scrap must be kept flowing into war plants, more than 300,000 meat markets from coast to coast prepared to receive from housewives some of the 2,000,000 pounds of needed fats that normally would be thrown away this year.

★ ★ ★

Rail transport of oil to East sets new record for week

A new record movement of 788,550 barrels of oil each day by rail to the East Coast was announced July 16 by Petroleum Coordinator Harold L Ickes for the week ended July 11.

This is an increase of 56,790 barrels daily over the old mark of 731,760 barrels averaged during the week ended June 20 and is 68,040 barrels a day more than the volume moved in the week of July 4.

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Production of beauty aids governed by new order

Production of baby powder, shaving cream, tooth cleanser and several other toilet articles may continue unrestricted, provided they do not contain certain critical materials, under terms of Order L-171 issued July 17 by the WPB.

A long list of articles, including bath salts, cleansing cream, cologne, face powder, lipstick, mascara, perfume, suntan preparation, etc., may be produced in as large a quantity as they were produced in 1941.

A third list, including bath milk, bubble bath, eyelash curler, hair lacquer, etc., may be produced on a basis of 80 percent of 1941 production.

This action was taken in a basic enabling order and two schedules.

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On the Home Front

One of the things we worried about six months ago was whether our great industries could be changed over from making the autos and the gadgets and the appliances of peace to manufacture—on the same mass production basis—the weapons of war.

Today we know these industries can do just that, because many of the largest of them have done it and others are doing it. War Production Board Chairman Donald M. Nelson says our factories will turn out a total of about 45 billion dollars' worth of weapons and military supplies and equipment this year, and he expects that the figure will rise to 70 or 75 billions (at current prices) in 1943.

Salvaging to save our liberties

That last figure is truly colossal, it means production for war on a scale never before attained. It means that we are shooting the works—we have no other choice, if we wish to preserve our liberties. It means that we shall be making almost nothing for ordinary civilian uses, and it means that we must do a better job of salvage than we have been doing, because no amount of production facilities can deliver the goods unless there are materials with which to work. And scrap is an important ingredient of most materials, in 1941 half of the raw material required to make iron and steel products was iron and steel scrap. That's why WPB is pressing its new, continuing National Salvage Campaign, and that's why all of us must stay on the salvage job until we've won the war.

Typewriters at the front

We have with us now a brand new sort of campaign, a campaign to get 600,000 used typewriters out of civilian use and into the armed forces. A natural enough first reaction to this campaign is that wars aren't fought with typewriters. As a matter of fact, they pretty much are—and not in the sense of office paper work, either. The typewriter with the armed forces isn't merely a business machine, it's a means of communication, of swift and legible communication, as much a means of communication as, for instance, the field telephone or radio. Example: A bomber squadron is about to depart on a raid over enemy cities. It is imperative that each pilot receive last-minute weather reports at the moment of departure, and that these reports be clear and legible. The typewriter, of course, is the answer.

Typewriters go up to the front with advanced units, typewriters are in the advanced posts of Medical Corps detachments, typewriters record the streams of communication flowing into and out from the radio rooms of fleet flagships, typewriters speed guns and planes to the front from the day a contract (typewritten) is signed until the day an order (typed) sends gun or plane into action. The typewriter is important in war, but it's more important that the skills and the machines employed in making typewriters be used to make weapons. That's why civilian business has been asked to sell typewriters to the Government (except models made prior to 1935).

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War employment doubles

Employment in war industries has practically doubled in the seven months since Pearl Harbor, with 12,500,000 workmen on the job—free workmen working to preserve a free Nation. And War Manpower Commission Chairman Paul V. McNutt expects that 5,000,000 more will have been added to war pay rolls by next New Year's Day. Even now labor shortages are showing up in many production centers and in transportation and such shortages will spread rapidly within the next few months. Women and youths and retired workers will have to plug the gaps, keep the lines of the production army closed.

And it's double trouble for Hitler

One thing sure, our labor problems aren't anything like the labor problems of the Nazis. The Nazis are trying to fill the gaps in *their* production lines with slave labor, but slaves do not produce as effectively as free men, and Hitler's slaves are from the Axis-occupied countries and are filled with bitterness and hate. Norway, a strong point of fierce resistance to the Nazis, has been agitated by many strikes called in protest against a Quisling agreement to ship 50,000 Norwegians into the Reich for forced labor. Bitter Holland has produced so many cases of sabotage that the German military has seized prominent Netherlanders as hostages. More than 3,000,000 youngsters from the Baltic states have been rounded up for compulsory labor service in Germany and Gestapo agents in Belgium have been kidnaping mere boys for military service.

No more merry-go-rounds

Add to the list of things we aren't making any more for the duration—to the washing machines and the waffle irons and whatnot—these new items: garden tools, hospital equipment, merry-go-rounds, magic lanterns, umbrella shafts, vanity cases. This assortment appears in a recent WPB conservation order, the metals saved will soon be in the hands of our soldiers . . . a Garand rifle, these days, will reap a better harvest than a garden hoe . . . An even 1,000 plants now have labor-management committees in the War Production Drive . . . Office of Price Administration discloses that we're eating up our sugar at a rate only slightly below our combined rate of production and rate of importation . . . The slight excess of supply over demand explains the need for rationing . . .

More than 300,000 meat markets are cooperating in the campaign of WPB's Conservation Division to save fats and greases . . . A pound of waste kitchen fat contains enough glycerine to make the explosives which would fire four antiaircraft shells . . . The war transportation program to save tires and equipment, reduce the travel load on over-burdened transit systems, continues to make progress . . . The Office of Defense Transportation has announced that more than 500 State and local war transportation administrators now are wrestling with such problems as group car riding, staggering of work hours, improved traffic regulations . . . The OPA cut the quota of bicycles which may be rationed this month after WPB put further restrictions on manufacture.

The war at our shores

The Coast Guard's account of how Nazi saboteurs were discovered on the Long Island beach emphasizes that this country is as close to the actual theater of war as it is close to deep water—and we are bounded on either side by oceans.

LABOR . . .

Board takes January 1941 buying power as basis for "Little Steel" wage award

(*Continued from page 1*)

ples should be applied in evaluating claims for wage increases:

(1) For the period from January 1, 1941, to May 1942, which followed a long period of relative stability, the cost of living increased by about 15 percent. If any group of workers averaged less than a 15 percent increase in hourly wage-rates during or immediately preceding or following this period, their established peacetime standards have been broken. If any group of workers averaged a 15 percent wage increase or more, their established peacetime standards have been preserved.

(2) Any claim for wage adjustments for the groups whose peacetime standards have been preserved can only be considered in terms of the inequalities or of the substandard conditions specifically referred to in the President's message of April 27, 1942.

(3) Those groups whose peactime standards have been broken are entitled to have these standards restablished as a stabilization factor.

(4) The Board, as directed by the President in his April 27 message, will continue to "give due consideration to inequalities and the elimination of substandards of living."

(5) Approximately twenty wage disputes, still pending before the Board, were certified prior to the stabilization date of April 27. The question arises in these cases whether wage rates being paid on April 27, 1942, can or cannot be considered as "existing rates" within the meaning of the President's message, or whether they then had the tentative character of disputed rates. Due regard must be given to any factors of equity which would be arbitrarily swept away by "a change of rules in the middle of the game."

"The guiding principles outlined above insure, in general, that claims for wage-rate adjustment can be considered on an equitable basis and in a manner which will further the national purpose to stabilize the cost of living."

"Convinced that yardsticks are fair" . . .

William H. Davis, Board Chairman, in a separate concurring opinion summarizing the case as a whole, concluded his comments on the wage issue as follows:

"We are convinced that the yardsticks of wage stabilization thus applied are fair and equitable and at the same time sufficient to prevent the cost of living from spiraling upward because of wage adjustments. We think they lead to a 'terminal' for the tragic race between wages and prices.

"On this basis labor will have made its move of self-restraint in the seven-point program. If all other groups likewise do their part we may expect to get and hold for the duration of the war stability of standards, and the freedom from apprehension that goes with such stability.

"When the war is over we may expect, with our feet on the ground in a free world, to go forward together, with a renewed determination to improve the standard of living of the wage earners and, indeed, of all groups of our people."

Mr. Davis pointed out that the Board recognized that all citizens who have a decent standard of living will be called upon to surrender many things they have become accustomed to, but that this common sacrifice should come not "in wage determinations by the War Labor Board addressed to workers alone but in taxation by Congress, where all our citizens are represented, and where taxes can be so measured that the imposed reduction of income will fall equitably upon all groups according to their financial ability to contribute to the national purpose and to the preservation of the things for which we fight."

DAVIS ON YARDSTICKS

"We are convinced that the yardsticks of wage stabilization thus applied are fair and equitable and at the same time sufficient to prevent the cost of living from spiraling upward because of wage adjustments. We think they lead to a 'terminal' for the tragic race between wages and prices."—William H. Davis, WLB Chairman.

Dr. Taylor's conclusions on this issue were as follows:

"This Directive Order calls directly upon the steel workers, and indirectly upon all labor, to accept the sacrifices which are their share under the national program for adjusting our domestic economy to the needs of total war. By accepting its responsibilities, labor will have the opportunity for leadership in the fight against economic instability. For with labor meeting its obligations, it has a right to insist that vigorous steps be taken to effectuate every point to the seven-point program. This is a time when labor statesmanship can serve the country well.

"Can act now to avoid future dangers"

"The time is now. On the domestic front, the dangers of instability have fortunately been perceived before they are overwhelmingly upon us. We can act now to avoid future dangers. The President has set forth, in his seven-point program, a plan of action to prevent domestic economic instability. It can be carried out now if every citizen stands up to his responsibility. Those seven points chart the road to economic stability in wartime. We will fail to achieve that goal, however, unless all civilian interests accept fully the restraints and the sacrifices which constitute their share of the program. A meeting of the clearly defined needs of this hour will avoid any possibility of the charge of failure on the domestic front because of action 'too little and too late'."

In his opinion, Dr. Taylor pointed out that the Board arrived at the 5½ cent increase by applying the guiding principles in the following fashion:

1. The steel workers had secured a wage increase of 11.8 percent between January 1, 1941, and May 1, 1942, as compared with a 15 percent increase in the cost of living index during this period. Thus, they had suffered a loss of 3.2 percent in their peacetime standards. Therefore, Dr. Taylor pointed out, they were entitled to an hourly increase of 3.2 cents in order to reestablish their peacetime standards, since the average hourly wage rate in the steel industry is $1.
2. Since the dispute was certified to the Board more than 2½ months prior to the President's message to Congress of April 27, outlining the National Economic Policy, the steel workers were caught by a "change of the rules in the middle of the game." Dr. Taylor pointed out that, in view of this factor and the greater cost of living change in steel towns as compared with the national average, the Board had decided that the workers in this case had an additional equity which entitled them to a further increase of 2.3 cents an hour. "There is no mathematical exactness in the fraction of a cent which is specified," he said. "The exact fraction was supplied in order to insure a total rate practical for pay-roll purposes."

THE UNION SECURITY ISSUE

In writing the opinion for the Board on the union security issue, Dr. Frank P. Graham, public member, stated:

"In this case the Board protects the rights of the majority and the minority, rejects the Union's demand for a union shop and compulsory check-off, and rejects the Companies' demand for no change in present union status. The

Board decides in favor of the voluntarily accepted maintenance of membership and check-off of those members of the Union who are in good standing on the fifteenth day after this director order, or who may thereafter voluntarily join the union. This provision is not a closed shop, is not a union shop, and is not a preferential shop. No old employee and no new employee is required to join the union to keep his job. If in the union, a member has the freedom for 15 days to get out and keep his job. If not in the union, the worker has the freedom to stay out and keep his job. This freedom to join or not to join, to stay in or get out, with foreknowledge of being bound by this clause as a condition of employment during the term of the contract, provides for both individual liberty and union security.

Checkoff is voluntary

"This decision provides against coercion and intimidation of the worker into membership in the Union."

Dr. Graham pointed out that the checkoff provided by the Board was voluntary since any member of the union had 15 days during which time he can resign rather than be bound by the checkoff and still keep his job. Dr. Graham further pointed out:

> At present, the company forbids the collection of dues on company property, and provides no facilities anywhere for this purpose. The problem is further accentuated by the difficulties and complications of many different nationalities and races among the workers, the widely separated and far-flung locations of mills and homes, and the limitations on transportation. Since some of the companies make deductions for several other authorized items due to the agencies and causes in which the companies believe or have an interest, steel workers often have the impression that the Companies are opposed to the Union because they do not check-off dues to the Union.
>
> The check-off eliminates the picket lines for collecting dues and their attendant abuses. . . . The check-off will save the time of the Union leaders for the settlement of grievances and the improvement of production. This sharing by the company and the union of their common problems and their responsibilities for shop discipline and efficient production through the maintenance of a stable membership and the prompt collection of union dues, makes for a better and more cooperative company, and a more responsible and more cooperative union. The time, thought, and energy given in tense struggles for the organization, maintenance of membership, and collection of dues, necessary and educationally valuable as they are, should as fairly and wisely as possible now be concentrated on winning the war. The intense struggle to maintain the labor unions should, by a stabilization of the union, give way to the more intense and larger struggle to maintain the American Union as the hope of freedom and peace in the world . . .
>
> Not only does the record show that this Union is worthy of security and responsibility, but the history of unionism in the Steel Belt in general and the fears remaining from experiences in Little Steel in particular make necessary and wise more definite provisions for the freedom and security of the Union . . .
>
> There is found in this long and bitter struggle ground for the fear of the steel workers concerning the security of their union. The iron and steel workers recall that, when their forerunners had one of the strongest unions in America in 1892, they lost in a pivotal struggle for existence at Homestead. The union was crushed in a bloody private war with long disastrous results for unionism in all the steel dominions. When the steel workers later tried to match the giant financial combinations of the corporate power of the United States Steel Corporation with a united combination of the craft unions in steel, the crucial test came in the head-on collision in the Great Steel Strike of 1919. The strike was crushed. The Corporation became master of the hours, wages, and working conditions of the workers as individuals.
>
> The unions, decisively beaten, retreated on all the steel fronts. Collective bargaining by steel workers had to wait many years for another day. Meantime scars of past industrial wars remained deep. Workers' memories in the steel towns included terrorism and counterterrorism, mass picketing and mass smear hysteria, jailing of union leaders, injunctions, suppression of meetings of workers and their civil liberties, discriminations against union members, espionage, blacklists, discharges, evictions, muster of company guards, Pinkerton levies, imported strike breakers, and the State militia. The steel workers remember that, even in their new day, section 7A was answered with the organization of company unions and the National Labor Relations Act was stubbornly resisted in the courts.

New industry advisory committees

The WPB has announced the formation of the following new industry advisory committees:

DIRECT-CONSUMPTION SUGAR INDUSTRY

Government presiding officer—A. E. Bowman, chief, sugar section of the food supply branch.

Members:

John Bass, L. W. & P. Armstrong Co., New York, N. Y.; David Keiser, Cuban-American Sugar Co., New York, N. Y.; M. E. Rionda, Czarnikow-Rionda Co., New York, N. Y.; B. W. Dyer, B. W. Dyer & Co., New York, N. Y.; M. Golodetz, M. Golodetz & Co., New York, N. Y.; Ody Lamborn, Lamborn & Co., New York, N. Y.; G. V. Christman, Little & Christman, New York, N. Y.; Frank Lowry, Lowry & Co., Inc., New York, N. Y.; J. P. Murphy, Minford Co., New York, N. Y.; G. Lobo, Jr., Olavarria & Co., New York, N. Y.; Harvey Pike, H. H. Pile Co., New York, N. Y.; Charles Taussig, Sucrest Corporation, New York, N. Y.; S. W. Sussman, Farr & Co., New York, N. Y.

TECHNICAL SUBCOMMITTEE GLASS CONTAINER MANUFACTURERS

Government presiding officer—Philip S. Hardy, chief, glass container and closure section, containers branch.

Members:

E. C. Emanuel, Armstrong Cork Co., Lancaster, Pa.; Karl Ford, Thatcher Manufacturing Co., Elmira, N. Y.; E. O. Hiller, Hartford Empire Co., Hartford, Conn.; Dr. A. H. Warth, Crown Cork & Seal Co., Baltimore, Md.; Dr. F. C. Flint, Hazel-Atlas Glass Co., Washington, Pa.; Leonard G. Ghering, Preston Laboratories, Butler, Pa.; Roy B. Stover, Owens-Illinois Glass Co., Toledo, Ohio.

HEAT EXCHANGER INDUSTRY

The following additions were made to the heat exchanger industry committee:

V. O. Marshall, J. P. Devine Mfg. Co., Mt. Vernon, Ill.; E. R. Goodrich, Foster-Wheeler Corporation, 165 Broadway, New York, N. Y.; S. F. Maury, Griscom-Russell Co., New York, N. Y.; Norman Sterling, M. W. Kellogg Co., New York, N. Y.

Government presiding officer—William K. Frank, chief, resources production board.

LEAD PIGMENT MANUFACTURING INDUSTRY

Government presiding officer—Erwin Vogelsang, chief of the tin and lead branch.

Members:

John Allegaert, United Color & Pigment Co., Newark, N. J.; J. M. Bowlby, The Eagle-Picher Lead Co., Cincinnati, Ohio; Arthur F. Brown, Imperial Paper & Color Corporation, Glens Falls, N. Y.; F. O. Case, Anaconda Copper Mining Co., Chicago, Ill.; S. B. Coolidge, Jr., The Sherwin-Williams Co., Cleveland, Ohio; John R. MacGregor, John R. MacGregor Lead Co., Chicago, Ill.; C. H. Rupprecht, Krebs Pigments Dept., E. I. du Pont de Nemours & Co., Wilmington, Del.; Fletcher W. Rockwell, National Lead Co., New York, N. Y.; P. E. Sprague, The Glidden Co., Cleveland, Ohio; William Wilke, Jr., Hammond Lead Products Inc., Hammond, Ind.

METALLIC LEAD PRODUCTS MANUFACTURERS INDUSTRY

Government presiding officer—Erwin Vogelsang, chief of the tin and lead branch.

Members:

J. M. Bowlby, The Eagle-Picher Lead Co., Cincinnati, Ohio; W. M. Brooks, E. J. Brooks Co., Newark, N. J.; David N. Burruss, Jr., Metals Refining Division, The Glidden Co., Hammond, Ind.; Roger H. Cutting, Northwest Lead Co., Seattle, Wash.; B. F. Ewell, Rochester Lead Works, Inc., Rochester, N. Y., R. A. Gardiner, Gardiner Metal Co., Chicago, Ill.; Wilson S. Yerger, Imperial Type Metal Co., Philadelphia, Pa.; Norman Hickman, The American Metal Co., Ltd., New York, N. Y.; S. N. Hightower, Evans Metal Co., Atlanta, Ga.; Alfred P. Knapp, American Smelting & Refining Co., New York, N. Y.; L. Muscat, United American Metals Corporation, Brooklyn, N. Y.; Oscar E. Planteroth, Marks Lissberger & Son, Inc., Long Island City, N. Y.; Fletcher W. Rockwell, National Lead Co., New York, N. Y., Damon Wack, National Bearing Metals Corporation, St. Louis, Mo.

PRIMARY LEAD PRODUCERS INDUSTRY

Government presiding officer—Erwin Vogelsang, chief of the tin and lead branch.

Members:

F. H. Brownell, American Smelting & Refining Co., New York, N. Y.; F. F. Colcord, U. S. Smelting, Refining & Mining Co., Inc., New York, N. Y.; C. H. Crane, St. Joseph Lead Co., New York, N. Y.; R. E. Dwyer, Anaconda Copper Mining Co., New York, N. Y.; S. A. Easton, Bunker Hill & Sullivan Mining & Concentrating Co., Kellogg, Idaho; Norman Hickman, The American Metal Co., Ltd., New York, N. Y.; A. G. Mackenzie, Utah Metal Mine Operators Assn., Salt Lake City, Utah; F. E. Wormser, Lead Industries Assn., New York, N. Y.

MANPOWER . . .

War plants rapidly absorbing available labor supply, McNutt declares

War plants are rapidly drying up the available supply of labor, Chairman Paul V. McNutt of the War Manpower Commission said July 13.

Approximately 12,500,000 persons were working on July 1 in direct war employment, including war plants and transportation, power production and governmental employment directly connected with the war, he announced.

"War employment has practically doubled in the 7 months since Pearl Harbor," the Manpower Commission chief said.

General labor shortages apparent

"Under present schedules, 5 million more will be added to the war industry force during the last 6 months of 1942," he said.

"General labor shortages are apparent in many war industry centers and will spread rapidly in the next few months," Mr. McNutt said. Increased employment of women and other persons not now in the labor force will be necessary to meet the demands for war workers during the next year and a half.

The new war employment estimate of 12,500,000 compares with previously announced estimates of 9,000,000 on April 1 and 6,900,000 on January 1. The average war employment for the last 3 months of 1941, most of it "pre-Pearl Harbor," was 5,300,000. The fourth quarter figure in 1940 was 1,400,000.

67 percent rise over first quarter

The estimates were made for the War Manpower Commission by technicians of the Bureau of Labor Statistics in the Labor Department and the Bureau of Employment Security in the Social Security Board. "War employment" includes all manufacturing on war contracts, Lend-Lease and foreign purchases, and a percentage of transportation and public utilities, including some governmental employment, which is directly chargeable to the war. The estimates cover employment at all stages of production, including mining, raw material processing and transportation, as well as final assembly.

Mr. McNutt pointed out that the total increase in war employment in the second quarter totaled 3,500,000, an increase of 67 percent over the 2,100,000 total of the first quarter.

"This shows that industry and Government have struck their stride in producing for war," he said. "It also shows that a very large percentage of the industrial workers in peacetime production are shifting over to war production."

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Employment and upgrading of Negro workers backed by union

The United Electrical Radio and Machine Workers of America, CIO, is conducting a concerted drive for the employment and upgrading of Negro workers in organized plants in Pennsylvania, New York, and Connecticut, Chairman Paul V. McNutt of the War Manpower Commission was informed July 11.

Specific steps designed to speed the integration of Negroes into war production were reported to Chairman McNutt by Dr. Robert C. Weaver, Director of the Negro Manpower Service, WMC.

Scope of program

According to Dr. Weaver, District Council No. 1 of the UERMWA has unanimously adopted a program submitted by its Negro Affairs Committee. This program, which covers 40 plants under contract to the union, stipulates:

1. That we seek to secure, through the Fair Employment Practices Committee, set up by the President, written letters from the employers to the effect that they will employ minority groups, including Negroes. The local unions involved shall receive copies of the above-mentioned letters.

2. In plants where no Negroes are now employed, their employment shall be encouraged in such a manner that upgrading is possible.

3. In plants where Negroes are now employed, the upgrading process shall be encouraged.

4. Departmental meetings shall be held to educate in the direction of infiltration of Negroes into classifications where they have never been employed before.

5. Unions and management shall hold meetings to determine the departments where Negroes can best be employed with the least amount of disruption, the policy to be established by this committee.

6. Periodic meetings shall be held to discuss the progress of the employment of Negroes and their effect on production in general.

Two firms granted review on discrimination charges

Requests by the Carl L. Norden Co. of New York City and the Titeflex Metal Hose Co. of Newark, N. J., for a review of findings made against them by the President's Committee on Fair Employment Practice have been granted by the Committee, Lawrence W. Cramer, executive secretary, announced July 13.

The companies, both of which manufacture war products, had been cited for discrimination against Negroes and Jews in violation of Executive Order 8802, by the President's Committee after its New York hearings last February.

The Norden Co. and the Titeflex Co. were to be given opportunity to argue on the record of testimony before the committee in its Washington office on July 21.

Other cases

At the same meeting, the case of the Schatz Manufacturing Co. of Poughkeepsie, N. Y., will be heard. This company has been called to answer charges of discrimination against Negroes in employment.

At its July 6 meeting the President's Committee refused the request of the Reynolds Metal Co. of Richmond, Va., that it be permitted to retain the disclosure of religion and color on its job application forms.

The committee modified its direction in the case of the Fairchild Aviation Corporation of Jamaica, N. Y. The company was excused from making a monthly report on the number and classification of new workers by race and religion. The company had been cited for discrimination against both Negroes and Jews.

★ ★ ★

Norwegians strike against forced labor for Nazis

Increasing violence in the struggle of the Norwegian people against the German occupation authorities and the puppet Quisling government has been described in foreign broadcasts reported by the Office of War Information. Armed warfare between guerillas and German troops, and strikes of workers against the forced recruiting of labor for Germany indicate a new stage in the epic resistance of the Norwegians.

U. S. DEPARTMENT OF LABOR

SUMMARY OF REMARKS ON WARTIME WAGE CHANGES - THE OUTLOOK

By Robert J. Myers, Chief
Wage Analysis Section, Bureau of Labor Statistics

January 1941 (basis for Little Steel Formula) - April 1944

	Percent
Weekly earnings in manufacturing increased	71
Hourly earnings " " "	48
(Overtime payment accounted for 6-7% of this increase)	
Wage rates in manufacturing increased	27
(Only about half as much as hourly earnings)	
Wage rates in selected nonmanufacturing increased	25

April 1943 - April 1944

Wage rates in manufacturing increased[1]	5.8
Wage rates in nonmanufacturing increased[1]	9.5
(Half again as much as in manufacturing)	

COMMENT

The war worker today receives a much fatter pay envelope than before the war. But that's not because the wage rate for his job has gone up much. It's because he shifted from his old civilian job to a higher paying war job, because he now works longer hours and gets overtime pay, and because he may work on the second or third shift and get premium pay for that. Maybe he also gets incentive pay.

The average pay envelope is a little ~~fatter~~ thinner than it would otherwise be because so many lower paid women, learners, and unskilled workers have gone into war industry.

In nonmanufacturing - laundries, retail and wholesale trade, offices, etc. - wage rate increases account for much more of the fattened pay envelope. As these trades were always lower paid, their wage rates are now creeping up on manufacturing rates.

Still there are many workers in these trades earning less than 40 cents an hour. Thanks largely to the Fair Labor Standards Act and wartime demand, almost all war workers earn more than 40 cents an hour. Service workers are not covered by the Fair Labor Standards Act.

Thanks again to this Act, wage differentials between the North and South are decreasing, except in textiles. Studies are nearly complete showing this in some detail.

Post-War Outlook

The fattening agents in the war worker's pay envelope will disappear with victory - his high paying war job, longer hours, overtime, etc. Decreased earnings even with the same wage rates will result. A rough approximation is a 20 percent reduction in hourly earnings and a 30 percent decrease in weekly earnings.

Such decreases, especially if coupled with considerable changes in employment, will bring substantial decreases in national income. Not all workers will suffer equally from these changes. Those in unions strong enough to resist wage cuts in industries continuing to operate will be favored. The workers who will take the biggest wage cuts will be those who leave a wartime shipyard and go to work making, say, kitchenware. Women will be especially affected because they will perforce leave war industry, because they have less union protection, because there will be strong pressure to cut wage rates in service industries, and because there will be a buyer's market in unskilled trades. There is less wage protection for them in State laws.

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[1] Studies made in small cities.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

February 22, 1943

Number of wage earners employed in the Electrical Industry

Jan. 1943

Total......................639,000
Women......................263,268 (41.2 percent)

Oct. 1939 (Census)

Total......................289,072
Women...................... 98,222 (33.9 percent)

Percent increase from October 1939 to January 1943

Total...................... 120 percent
Women...................... 168 percent

Hours and earnings in the Electrical Industry - November 1942
(Source: Bureau of Labor Statistics)

All employees

Average weekly earnings	$44.30
Average hours worked	46.8
Average hourly earnings	95.2 cents

Hours and Earnings in the Electrical Industry, by sex - November 1942
(Source: National Industrial Conference Board)

	Men	Women
Average weekly earnings	$54.24	$32.60
Average hours worked	47.5	43.7
Average hourly earnings	$ 1.143	74.6 cents

U. S. Department of Labor
WOMEN'S BUREAU
Washington

In the summer of 1942, the Women's Bureau made a field study of war industry plants in New Jersey. In this study, 37 plants employing over 25,000 factory women, in the Electrical Industry were covered.

A percent distribution of women according to the type of job on which they were employed follows:

	Percent
Total	100.0
Assembler	46.6
Bench worker, hand	1.0
Bench worker, machine	2.2
Draftsman and tracer	0.1
Drill-press operator	2.6
Forelady	0.2
Grinding-machine operator	0.2
Hand worker, n.e.c.	6.7
Inspector	10.5
Job setter	0.8
Lathe and screw-machine operator	1.0
Machine operator, n.e.c. in electrical products	8.7
Milling-machine operator	0.1
Packer and wrapper	2.2
Painter	0.6
Punch and forming press operator	3.9
Service and maintenance worker	0.8
Solderer	3.4
Storeroom clerk	0.1
Toolcrib attendant	1/
Welder	0.5
Winder, coil and armature	7.9

Data were secured on the extent of substitution of women on jobs formerly performed by men only, in the scheduled plants: -

	Percent
Total women in the plants	100.0
Percent of women on prewar occupations	91.5
Percent of women on occupations new to plant	1.9
Percent of women on occupations formerly performed by men only	6.6

Percent of women on jobs formerly performed by men only, of the total number of persons on these jobs.......................... 23.0
(The type of job varies from plant to plant)

1/ Less than 1/10 of one percent

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Hours

In nearly one-half the plants, the women worked a 48-hour week; in about one-fifth of the plants their usual work week was over 48 hours, with a maximum of 54 hours. Two-thirds of the plants had an 8-hour day for women, and 30 minutes was the usual lunch period. 79 percent of the women worked on the day shift, 18 percent on the evening, and 3 percent on the third or graveyard shift.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Hours

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U. S. Department of L
WOMEN'S BUREAU
Washington

Beginning Minimum Hourly Rates for Women Factory

Industry	Number of plants reporting	Plants re				
		Under 40 cents	40 cents	Over 40, under 45 cents	45 cents	Over 45, under 50 cents
All industries - Number	158	4	7	7	10	9
Percent	100.0	2.5	4.4	4.4	6.3	5.7
Aircraft assembly	36					
Aircraft engines and parts	9					
Aircraft assembly parts	21		1	2	2	1
Guns, howitzers, mortars	4					
√ Artillery ammunition	8	2			2	
Artillery Bag and shell loading	17			3	2	2
Small arms	8	2		1		
√ Small arms ammunition	9					4
Machines and machine tools	11		2		2	
Radios, parts and other electric	4					2
Shipbuilding	16		1			
Other war industries	15	1	3	1	2	
? Ammu	34	2	–	3	4	6

Source: Women's Bure

Coverage: The 158 plan
production.

f Labor
AU

ory Workers in Selected War Industry Plants

reporting beginning minimum hourly rates of -									
50 cents	55 cents	Over 55, under 60 cents	60 cents	Over 60, under 65 cents	65 cents	Over 65, under 70 cents	70 cents	Over 70, under 75 cents	75 cents and over
21	12	11	35	5	7	10	5	2	13
13.3	7.6	7.0	22.8	3.2	4.4	5.7	3.2	1.3	8.2
4	3		24		3	1			1
		1	1	1			1		5
1	3	1	5		2	1	1	1	
1		1		2					
1	1					2	2		
2	1	2	2	1	2				
4	1		1						
		1	1			2			1
4	1	1	1						
1	1								
		2				5	1	1	6
3	1	2		1		1			
3	2	3	3	1	2	2	2	—	1 ← EB

reau Field Surveys - 1942 and 1943.

ants are located in 36 States and employed approximately 290,000 women on
.

Ordnance only

Beginning rates for Women Inspectors

Small Arms Ammunition

1 plant	58¢ and 59¢	primer cases, bullet & final
" "	58¢	bullet & primer
" "	47¢ and 51¢	shell inspection, bullet & primer
" "	57¢, 58¢, and 59¢	primer inverted, bullet, primer cases

Artillery Ammunition

1 plant - 65¢ (All women production workers)

New Jersey

Ordnance plants - women inspectors

1 plant - fuzes, - 52¢
1 " - small arms amm. parts - 55-61¢
1 " - Amm. - 60-75 cents (go-no-go gage insts.)
1 " - munition parts - 60-70 cents (small parts, with
go-no-go gages micrometers, final testing etc)
1 " - shell inspectors - 58-$1.07

Usual entrance rate was around 60¢
out of 10 plants, respectively
it was 70, 75, & 1.07 in 3 plants

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Beginning minimum hourly rates for women in Aircraft Assembly Plants

(Unpublished data - - -during 1942)

Minimum hourly rate (cents)	Number of plants reporting specified rates	
	Factory employees	Office employees
Total plants	32	25
30		1
Over 35, under 40		
40		3
Over 40, under 45		1
45		4
Over 45, under 50		
50	7	3
Over 50, under 55		
55	2	
Over 55, under 60		4
60	19	6
Over 60, under 65	1	1
65 and over	3	2

Source: Unpublished data from studies made by Women's Bureau agents of selected key war industries during 1942.

U. S. Department of Labor
Women's Bureau
Washington

October, 1943.

Comparison of Men's and Women's Minimum Entrance Rates for New and Inexperienced Workers in Selected War Industries

Industry	Number of plants reporting on minimum entrance rates		
	Total plants	Rates same for men and women	Rates less for women
Aircraft assembly	36	36	
Aircraft engines and engine parts	19	16	3
Aircraft assembly parts	12	8	4
Artillery ammunition	12	5	7
Artillery loading plants	7	6	1
Guns	6	4	2
Small arms	5	2	3
Small arms ammunition	8	7	1
Machine tools	11	6	5
Radios, parts and other elec. prod.	9	4	5
Railroads	9	9	
Steel mills	28	26	2
Foundries	8	5	3
Shipbuilding	36	36	

Source: Women's Bureau field studies carried on in 1943 except machine tool plants which were surveyed late in 1942.

Coverage: A cross section sample of the U. S. representing about 2,000,000 factory employees, of whom about 400,000 were women. The plants were located in 39 States.

Note: Although in many plants, minimum rates for new and inexperienced workers are set regardless of sex, actually fewer men than women are considered inexperienced and start at the minimum rate.

Beginning minimum hourly rates for factory women in war plants in New Jersey

Industry	Total plants reporting	Number of plants reporting a rate of										
		35¢	Over 35¢ under 40¢	40¢	Over 40¢ under 45¢	45¢	Over 45¢ under 50¢	50¢	Over 50¢ under 55¢	55¢	Over 55¢ under 60¢	60¢	65¢ and over
All industries	132	1	4	50	2	23	3	15	6	9	6	10	3
Aircraft Engines and Propellers	3							1		1		1	
Ammunition Gun Parts and Other Ordnance Accessories	15			1		8		2	1		1	1	1
Apparel and Other Fabricated Textile Products	26		1	25									
Chemicals and Drugs	5			1		1		1			1	1	
Communication Equipment	18		3	7	1	4	1	2					
Instruments - Professional, Scientific, and Other	8			2	1	3		1		1			
Machines and Machine Tools	4			1		1				1		1	
Metal Parts, Small	9			1		1		2		2	1	2	
Motor Generators and Other Electrical Products	9			4		1	1		1	2			
Plastic Products	3	1		1		1							
Rubber Products	4			1		1	1	1					
Textile Mill Products	6			3				1		1		1	
Wire and Cable	9					1		3	1	1	1	1	1
Miscellaneous	13			3		1		1	3		2	2	1

Source: Women's Bureau, unpublished data from a comprehensive survey of women's employment and labor conditions in war industry plants in New Jersey, in which plants 50 percent or more of production was for war contract work. The study was made by Women's Bureau field agents in the summer of 1942 and covered 137 plants and approximately 60,000 women factory employees.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Beginning minimum hourly rates for Women Employees in Selected War Industries

Minimum hourly rate (cents)	Number of plants reporting specified rates								
	Aircraft Assembly	Artillery Ammunition	Small Arms Ammunition	Machine Tools	Aircraft Assembly	Artillery Ammunition	Small Arms Ammunition	Machine Tools	Guns and Rifles
	Office employees				Factory employees				
Total plants	25	11	5	9	32	13	5	10	5
30	1								
Over 35, under 40				1					
40	3			3		4		2	
Over 40, under 45	1	2		1					1
45	4	2		3		1		3	1
Over 45, under 50		3	2	1		2	2		
50	3	1			7	2		3	1
Over 50, under 55		1	1				2		
55					2	1			
Over 55, under 60	4	1	1			1	1	1	1
60	6				19	1		1	1
Over 60, under 65	1	1	1		1				
65	2				2	1			
95					1				

Source: Unpublished data from studies made by Women's Bureau agents of selected key war industries during 1942. These studies cover about 160,000 factory women workers, and over 20,000 office workers.

January 1943

Beginning minimum hourly rates for factory women in war plants in New Jersey

Industry	Total plants reporting	Number of plants reporting a rate of											
		35¢	Over 35¢ under 40¢	40¢	Over 40¢ under 45¢	45¢	Over 45¢ under 50¢	50¢	Over 50¢ under 55¢	55¢	Over 55¢ under 60¢	60¢	65¢ and over
All industries	132	1	4	50	2	23	3	15	6	9	6	10	3
Aircraft Engines and Propellers	3							1		1		1	
Ammunition Gun Parts and Other Ordnance Accessories	15			1		8		2	1		1	1	1
Apparel and Other Fabricated Textile Products	26		1	25									
Chemicals and Drugs	5			1		1		1			1	1	
Communication Equipment	18		3	7	1	4	1	2					
Instruments - Professional, Scientific, and Other	8			2	1	3		1		1			
Machines and Machine Tools	4			1		1				1		1	
Metal Parts, Small	9			1		1		2		2	1	2	
Motor Generators and Other Electrical Products	9			4		1	1		1	2			
Plastic Products	3	1		1		1							
Rubber Products	4			1		1	1	1					
Textile Mill Products	6			3				1		1		1	
Wire and Cable	9					1		3	1	1	1	1	1
Miscellaneous	13			3		1		1	3		2	2	1

Source: Women's Bureau, unpublished data from a comprehensive survey of women's employment and labor conditions in war industry plants in New Jersey, in which plants 50 percent or more of production was for war contract work. The study was made by Women's Bureau field agents in the summer of 1942 and covered 137 plants and approximately 60,000 women factory employees.

RATES FOR FACTORY WOMEN EMPLOYED IN SMALL ARMS AMMUNITION PLANTS IN SPECIFIED OCCUPATIONS

Plant No. 1 - Range of beginning rates according to occupation - 58,59,60 cents and after 6 weeks raised to 64,66,67, and 69 cents.

Women's jobs - mostly inspecting, primer inserting and inverting, pack and label.

Plant No. 2 - Beginning rates 52 - 61 cents.
Bullet inspection ; beginning 58 to top of 65 cents (after 6 weeks)
Group leader - 61 to 68 cents.

Plant No. 3 - Beginning rates; 47 - 51 cents.
Maximum for experienced workers; 53 - 57 cents
Bullet inspection; 51 - 57 cents.

Plant No. 4 - Beginning rates - 52 to 59 cents.
Inspection 58 and 59 cents to top of 65 and 67¢
Pack and label, 52 and 55 cents, top 60 cents.

Comparison of minimum hourly entrance rates for production work paid to women and to men in war plants, 1942

Minimum hourly entrance rates of women (cents)	Number of plants reporting	Number of plants in which men's rates were -										
		Same as women's	Higher than women's by -									
			Total	Less than 5 cents	5 cents	6 to 9 cents	10 cents	11 to 14 cents	15 cents	16 to 19 cents	20 cents	21 to 24 cents	25 cents and more
1. Surveys of Selected War Industries in 24 States													
Total	77	40	37	-	12	3	10	6	2	1	1	1	1
35, under 40	1		1			1							
40	7	3	4		1		1				1		1
Over 40, under 45	3		3				2	1					
45	8	1	7		5		2						
Over 45, under 50	4		4			1		2		1			
50	12	4	8		3		4	1					
Over 50, under 55	2	1	1					1					
55	6	3	3		2		1						
Over 55, under 60	3	1	2					1				1	
60	23	21	2		1				1				
Over 60, under 65	2	1	1			1							
65 and over	6	5	1						1				
2. Survey of War Industry Plants in New Jersey													
Total	132	54	78	7	16	4	18	6	10	7	7	2	1
35, under 40	5	2	3	2	1								
40	50	28	22	1	4		7	1	2	1	5		1
Over 40, under 45	2		2			1						1	
45	23	5	18		4	1	5		6		2		
Over 45, under 50	3	1	2					2					
50	15	6	9	1	3	1	2			1		1	
Over 50, under 55	6		6	2		1		2		1			
55	9	4	5	1	2		1		1				
Over 55, under 60	6		6				2	1		3			
60	10	5	5		2		1		1	1			
65 and over	3	3											

Source: Unpublished data from studies made by Women's Bureau field agents in 1942

1. Specialized studies of selected war industries - principally aircraft assembly, small-arms ammunition, shell-loading and bag loading, guns and rifles, and machine tools.
2. A State study covering 13 war industries in New Jersey.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

March 1943

Hourly rates of clerical women employed in selected war industry plants -- 1942

Rate (cents)	Number of plants reporting specified rates				
	Aircraft assembly	Artillery ammunition	Small arms ammunition	Machine tools	Other war industries 1/
1. Minimum entrance rate					
Total plants	25	11	5	9	21
30	1				
Over 35, under 40				1	2
40	3			3	2
Over 40, under 45	1	2		1	2
45	4	2		3	1
Over 45, under 50		3	2	1	1
50	3	1			3
Over 50, under 55		1	1		3
Over 55, under 60	4	1	1		5
60	6				1
Over 60, under 65	1	1	1		1
65	2				
2. Prevailing rate					
Total plants	18	10	5		17
40	1				1
Over 45, under 55			1		1
55					1
Over 55, under 60	1	2	1		1
60	2				
Over 60, under 65	2	4	1		7
65		1			
Over 65, under 70	2	1	1		2
70	2				1
Over 70, under 75	1	1	1		1
75	7	1			
80 and over					2

Source: Unpublished data from studies made by Women's Bureau field agents in 1942.

1/ Aircraft and ammunition parts; guns and rifles; explosives.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

WOMEN IN INDUSTRY

A Survey Covering Employment of Women in Industry, 1943

(By Edward J. Kunze, Industrial Engineer, N.M.T.A., National Metal Trades Association, 122 South Michigan Avenue, Chicago 3, Illinois. Pp. 5, 7, 8, 16, 23.

Number of plants surveyed which employ women	62
Total number of employes in these plants	221,439
Total number of women employed in these plants	65,527
Percentage of women employment	31

Wage Differentials on Basis of Sex

Initial pay differential ranged from 3 cents to 32½ cents, the average being 10 cents.

After probationary period women receive from 3 to 27½ cents an hour less than men, the average being 11 cents.

Periods of probation varied from 30 to 260 days, the average being 51 days.

Increase in pay for women at the end of the probationary period ranged from 3 to 15 cents, the average being 6 cents.

Plants reporting no difference in initial pay	30
Plants reporting no difference after probationary period	34

Difference in Experience on

Absenteeism

No difference than experience with men	19
Women greater percentage than men	22
Women lesser percentage than men	13
No comments or records	8

Turnover

No difference than experience with men	20
Greater turnover in women than men	8
Lesser turnover in women than men	10
No comment or records	24

Attitude Toward Employment of Married Women

No discrimination	52
Favorable	7
No comment	3

Women's physical structure, however, is radically different from that of men; their muscular development is unlike that of men hence their staying powers at hard physical labor are limited relatively. While women are usually shorter in stature than men, proportionately their torsos are longer hence their legs are shorter proportionately than those of men, thus work benches, chairs and shelves should be designed to fit the average woman's physique. Shorter arm length calls for shorter levers on machines. Women's Bureau Labor Bulletin No. 189-1 gives the average woman's physical strength as 57% that of man and her resistance 67.9% that of man.

WOMEN EXCEL IN MANY TYPES OF WORK

Women excel in operation of all types of light machines and in small assembly and inspection work including both hand and precision. Nimble fingers of women enable them to be skillful at all forms of precision work and they take to factory machines as easily as to electric cake mixers and vacuum cleaners and to repetitive work as they do to knitting. Instead of lacking mechanical ability, as is often supposed, they merely lack familiarity with production machinery. Expertness of operation in repetitive work may be developed rapidly by proper instruction. Women are as well equipped mentally as men and learn new processes quite as rapidly as men under the same circumstances where newness of operation is a factor.

Women are now employed successfully in our member plants on such work as light riveting and welding, polishing and grinding, instrument reading and coremaking in foundries, electro-plating and electric-wiring, time study and rate setting, torch and lead tempering, painting and spraying, crane and truck operation, oiling and instrument reading in power plants, soldering, erecting complete machines and in heat treatment work. Women's thoroughness, manipulative ability and delicacy of touch fit them admirably for long spells of accurate work such as where micrometers are needed; women successfully set stops for tolerances of 0.0002" to 0.0003" in grinding and small parts to limits of 0.0001". Being observante of small variations in running and finished work, a woman is very efficient in inspection work; little inconsistencies fret her more than they would an average man.

Except for jobs requiring heavy manual lifting and great physical strength, extremely hazardous occupations, those involving considerable stretching and reaching and those in which the worker is exposed to considerable heat, women may be employed successfully in almost any situation, if the job has been tailored to conform with her requirements. Through the employment of electric hoists, trolleys and similar mechanical devices, several of the plants visited are employing women on heavy work such as operation of large radial drills and milling machines and in forge work . . . .

WOMEN'S BUREAU
U. S. Department of Labor
Washington

WOMEN'S PAY RATES IN WAR PLANTS

In aircraft plants, minimum entrance rates were the same for women as men in 15 of 17 major plants visited in December 1941 or January 1942. Eleven of these, employing 90 percent of the women in the 17 plants visited, had entrance rates of 60 cents an hour, with progression to 75 cents after 3 months' experience in the plant. In two plants the entrance rate for women was 65 cents, in one 55 cents, in three 50 cents, and only in two of the latter was this rate higher for men (55 and 60 cents). In seven plants where women were at work on the second shift, they received from 5 to 8 cents more an hour than on the first shift.

Women's Bureau visits have ascertained the standards as to women's wages in a dozen plants making small arms and artillery ammunition. The operations involved are chiefly such as long have employed women. Nearly all these were new plants or they were making new products and the labor force in each included many women. In two-thirds of these plants the entrance rate for women ranged from 40 to 48 cents an hour, in the remainder it was above this, running as high as 59 cents in one plant with a relatively small number of women. In the one old plant in the list, women had an entrance rate of 46 cents. Unlike the situation in aircraft, hourly entrance rates for men in most plants were 10 to 18½ cents above those for women, raning from 50 to 58½ cents. In two plants the men's entrance rate was 75 and 80 cents, 20 and 22 cents above that for women.

Eleven plants reported employing women on a second shift, eight of these also had a third shift. All but three paid extra for this, usually 5 percent an hour more on the second shift, with an addition of up to 10 percent for the third shift. One plant paid a 10-percent differential, another a 5-percent differential on both second and third shifts. Three of these plants and two others not yet having added shifts were following the plan to alternate workers without extra pay.

DEPARTMENT OF LABOR
DIVISION OF PUBLIC CONTRACTS
WASHINGTON

IN REPLY REFER TO
JHK/ehd

July 12, 1941

MEMORANDUM

TO: Miss Rachel F. Nyswander

FROM: John H. Klingenfeld JHK

SUBJECT: Wage Data for California Aircraft Accessory and Radio Equipment Plants

We do not have any current wage data for the aircraft manufacturing industry in our files, However, a tabulation has been made of wage schedules submitted by six California firms covering 1,077 wage earners engaged in the manufacture of aircraft accessories and radio equipment. One large plant, three medium sized plants, and two small plants compose what we believe to be a representative sample. Three companies with 398 wage earners submitted wage schedules covering the week ending September 14, 1940; the remaining schedules covered weeks in January or February 1941.

It is believed that the wage distribution presented below may serve some useful purpose:

Aircraft Accessories and Radio Equipment

Distribution of Average Hourly Earnings -- Six California Plants
(Pay period is for a week in September 1940 for three companies, for January or February 1941 for three companies)

Wage Earners	1,077
47.0 - 47.9 cents	1
50.0 - 50.9 "	55
52.0 - 52.9 "	11
54.0 - 54.9 "	1
55.0 - 55.9 "	66
57.0 - 57.9 "	4
58.0 - 58.9 "	2
60.0 - 60.9 "	288
65.0 - 65.9 "	128
67.0 - 67.9 "	1
70 cents and over	575

It should be kept in mind that no information is available as to the number of female workers employed in any of the six California plants.

Furthermore, the attached list will furnish you with detailed information concerning the products manufactured in the six plants for which wage data have been received. This information was secured from the firm listings in the American Aviation Directory (First Half 1941), and Aero Digest (March 1941), and the wage schedules.

If we can be of any further assistance to you, do not hesitate to call on us.

Attachment

Bendix Aviation, Ltd., Burbank, Calif.
Hydraulic and relief valves, pressure warning switches, pressure regulators, pressure accumulators, actuating cylinders, cushion clamps, hydraulic hand pumps, custom built radio equipment.

Airesearch Manufacturing Company, Glendale, Calif.
Oil radiators, Prestone radiators, aluminum supercharger intercoolers, cabin pressure control systems, folding anchors.

Aircraft Accessories Corporation, Glendale, Calif.
Hydraulic equipment, reservoir pumps, selector, sequence, relief and check valves, automatic pressure regulators, actuating cylinders, hydraulic locks, fittings, armament controls, aircraft radio receivers and transmitters, aircraft and ground bearing indicators, propeller de-icing equipment.

United Aircraft Products, Inc., Los Angeles, Calif.
Oil temperature regulators, fuel pumps, fuel systems, strainers, conduit fittings, solenoids; cork seated, viscosity and "Y" drain valves; fuel cocks, rod ends, map cases, universal joints, bellcranks, joint assemblies, hydraulic struts, actuating mechanisms, and all hydraulic equipment.

Air Associates, Inc., Glendale, Calif.
Radio receivers and transmitters, entraplane communicating sets, etc.

Heintz & Kaufman, Ltd., South San Francisco, Calif.
Radio electrical equipment, transmitters.

Wage

WAGE CLAIMS WON BY WOMEN WELDERS

Back pay totalling nearly $400 came as unexpected Christmas shopping money to four women spot welders of a Michigan office supply factory as a result of an order issued in October by Inspector Harold Hooven to equalize their wages with those paid men for the same type of work.

Section 556 of Act 328 of the Public Acts of 1931 makes discrimination in wages as between sexes engaged in like or similar work in manufacturing a misdemeanor. The owner of the establishment agreed to pay the wage differential to the four women, from the date their rate was set, and to equalize the hourly rates for men and women doing spot welding. One woman worker received more than $308 in back pay and three others were given amounts ranging from $4 to $46.

During October, 126 wage claims totalling $6,614.56 were collected through the department.

- Michigan Labor and Industry
November, 1941

Saunders - 76533
McFall - 2037

Issued by the
OFFICE OF WAR INFORMATION
For:

OfficWar Production Board
War Manpower Commission

For Immediate Release
Friday, December 24, 1943

OWI-2814

The Office of Labor Production of WPB and the War Manpower Commission today announced an operating agreement providing for cooperation by the two agencies in making representations to the National War Labor Board regarding cases in which wages are the key factor in determining a company's ability to secure and hold an adequate labor force.

The agreement between WMC and WPB was announced jointly by Joseph D. Keenan, WPB Vice Chairman for Labor Production, and Paul V. McNutt, Chairman of the War Manpower Commission

The agreement has been submitted to William H. Davis, chairman of the War Labor Board, and has received his approval.

The effect of the agreement will be to enable the WPB and WMC to undertake joint sponsorship of those cases which are justified in terms of the urgency of essential production.

Instructions for cooperative action in the field by representatives of WMC and WPB have already been issued.

Under the terms of the agreement, two types of action may be taken on wage cases:

1. "The War Labor Board may be requested to expedite its decision because delay is making more difficult the recruitment or retention of an adequate labor force in an establishment engaged in war or essential civilian activities and is interfering with maximum production.

2. "The case may be certified to the WLB as involving 'the critical needs of war production'. Such cases will be limited in the main to those involving the raw materials, components, end products, or services in the critical war and civilian activities where serious consequence to the war effort may result from failure speedily and satisfactorily to settle the problem. These cases will be kept down to a bare minimum."

Cases calling merely for the expediting of decisions will be handled by the regional offices of the WPB and WMC. Cases calling for certification as

(over)

involving the "critical needs of war production" will be handled by the Washington headquarters of the two agencies.

In presentations to the War Labor Board, the following information will be supplied:

The War Production Board will certify:

(1) To the relative importance of the product to the war effort;

(2) Whether the deliveries in relation to production schedules are behind, on, or ahead of schedule;

(3) To what extent labor appears to be the limiting factor as Compared with availability of materials or other production factors.

The War Manpower Commission will certify:

(1) There is in fact a manpower shortage;

(2) Such shortage cannot be remedied solely by the application of measures available to the employer and to the War Manpower Commission; and

(3) The effect that a wage adjustment would have on the manpower situation within the plant and the probable effect of the wage adjustment on the manpower situation within other plants in the area.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON

August 20, 1942

To: Miss M. E. Pidgeon
From: Bertha M. Nienburg

The Man Power Commission has requested a list of surveys made since July 1941 on wages, earnings and hours for women regardless of agency making same. Will you have this compiled, please?

Bernhard -

Calling Soc Sec in Explanation

U.S. Department of Labor, WOMEN'S BUREAU, Washington

LIST OF SURVEYS REPORTING WOMEN'S WAGES JULY 1941 - AUGUST 1942

Recent studies in regard to women in war industries have concentrated more particularly on types of jobs suited to women, training, women labor supply or necessary conditions for work, rather than wages. However, the agencies and publications listed below give data on women's wages. In few if any cases have reports been made on women's hours of work.

FEDERAL SOURCES

Department of Labor

Women's Bureau. Unpublished data are available on women's wages in aircraft plants, gun manufacture, and other war industries. Some data also are available on hours of work.

Bureau of Labor Statistics. The usual industry studies of this agency report wages of women separately in occupations in which they work. Those issued that apply to the period covered here are listed below. Others are in progress.

Wages and Hours in the Glove Industry, 1941 (July)
Monthly Labor Review, March 1942.
Earnings in the Agricultural Machinery Industry. 1942.
Monthly Labor Review, May 1942.
Earnings in the Mining Machinery and Equipment Industry, 1942. Monthly Labor Review, June 1942.
Earnings in the Textile Machinery Industry, 1942.
Monthly Labor Review, July 1942.

Social Security Board

This agency keeps continuous records of numbers of workers with taxable wages. Tabulations are made by sex, color, and industry, but publication is delayed. Latest now in published form are for 1939.

STATE SOURCES

Illinois: Department of Labor
The Labor Bulletin, published monthly, reports earnings and hours of women and men in Illinois industries. Latest, July 31, 1942, figures for June. Special reports of clerical workers' earnings were made in the December 1941 issue for October 1941, and in the May 1942 issue for April 1942.

STATE SOURCES (continued)

Michigan: Department of Labor and Industry.
Women Workers and White-Collar Workers in Michigan Industries.
July 1942 (Data for April 1942; mimeographed)

Minnesota: University of Minnesota, Employment Stabilization Research Institute. The St. Paul Labor Market, October 1941 - April 1942. (Earnings in main occupation groups, for March 1942).

New York:
The Industrial Bulletin, published monthly, gives frequent reports of wages of women in industries operating under minimum-wage orders - laundries, cleaning and dyeing, beauty parlors, hotels, restaurants, confectionery. The issue for November of each year reports earnings of office workers in factories in the State for October.

PRIVATE SOURCES

National Industrial Conference Board.

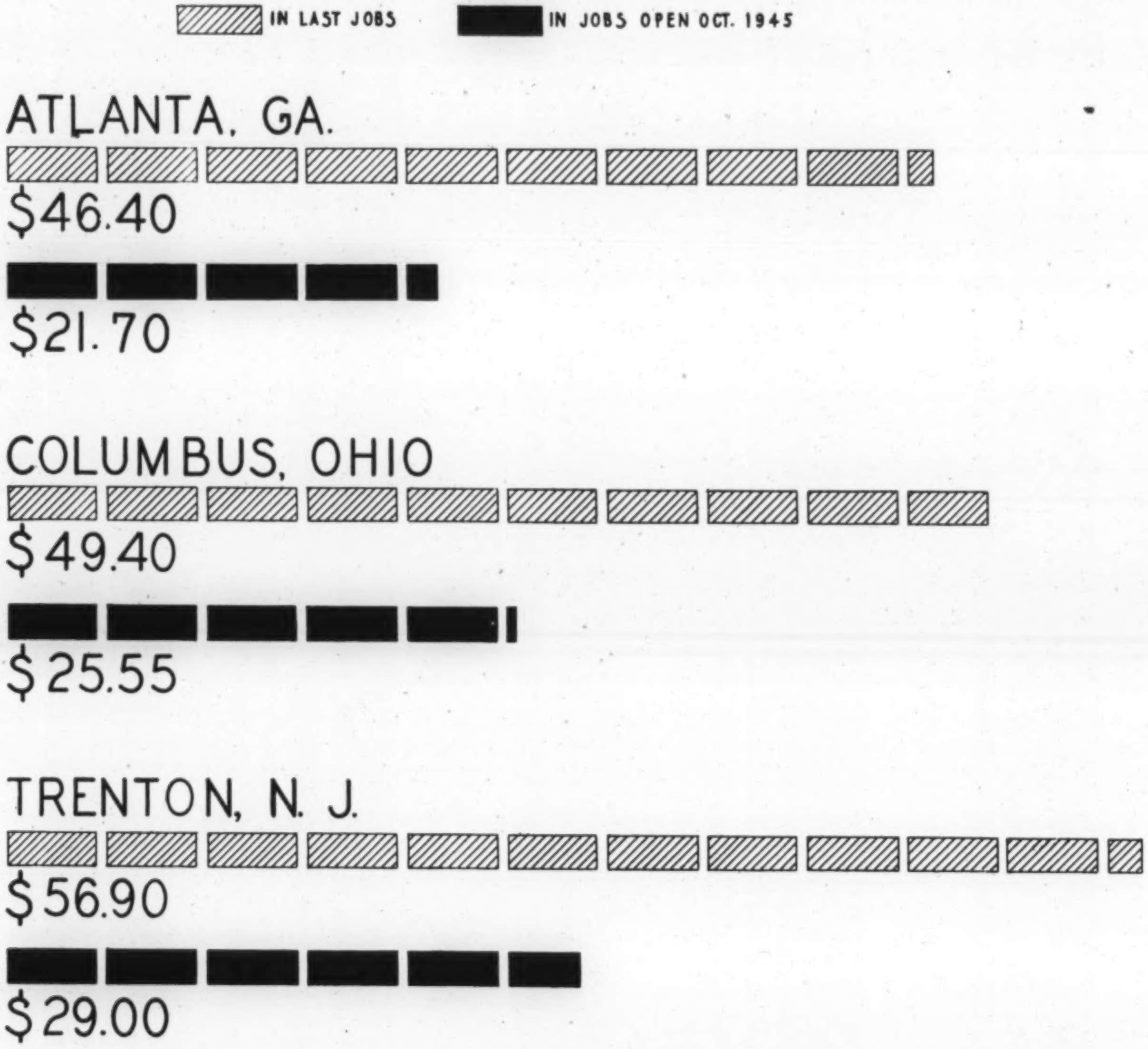
The Management Record, published monthly reports wages of men and women in selected manufacturing groups for the preceding month.

MEP:ld
August 22, 1942

WOMEN'S BUREAU

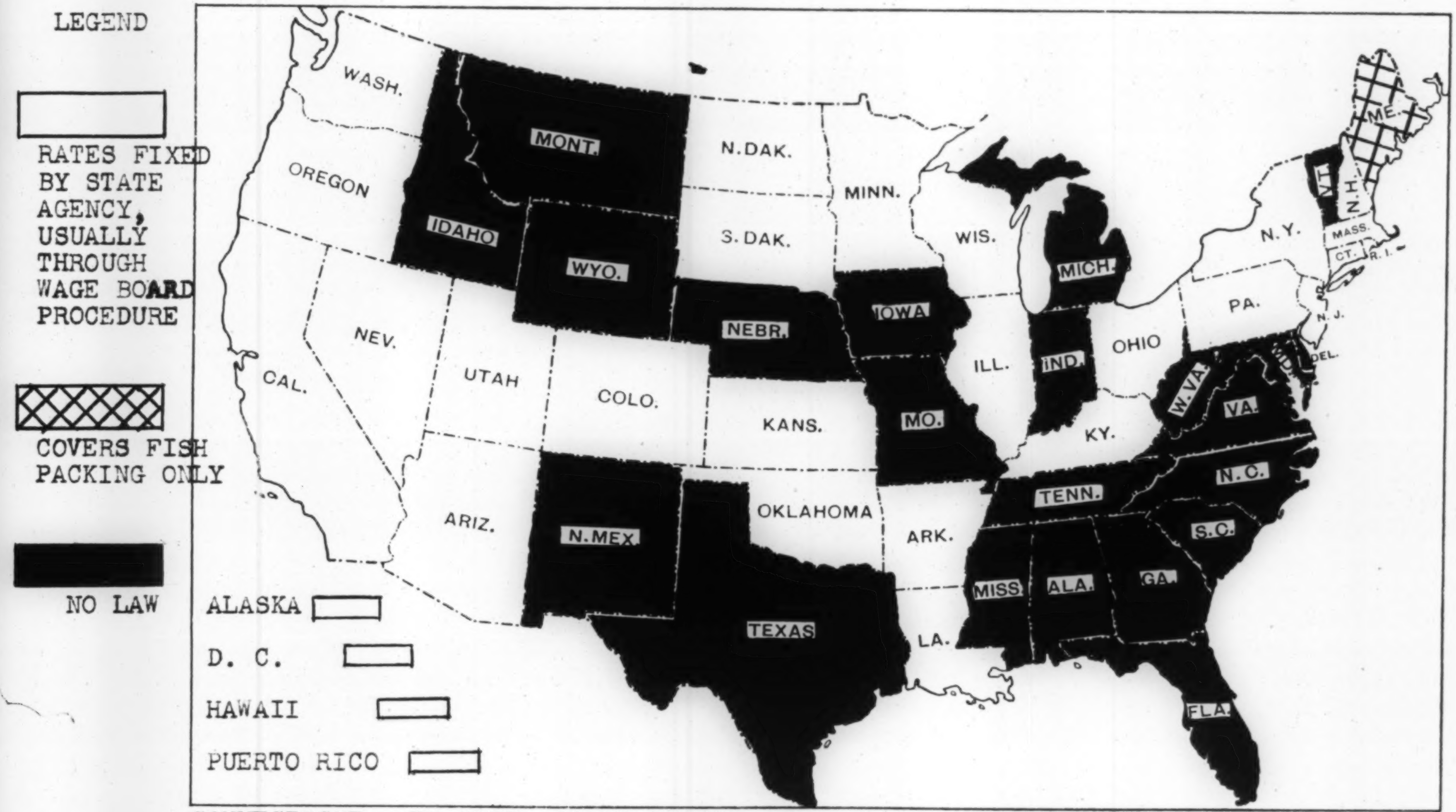
AVERAGE WEEKLY EARNINGS OF WOMEN IN LAST JOBS AND JOBS OPEN OCT. 1945

(EACH SYMBOL REPRESENTS $5.00)



SOURCE: SURVEY BY BUREAU OF EMPLOYMENT SECURITY, SOCIAL SECURITY BOARD AND U. S. EMPLOYMENT SERVICE, DEPARTMENT OF LABOR

WOMEN'S BUREAU - U. S. DEPARTMENT OF LABOR
STATE MINIMUM WAGE LAWS FOR WOMEN AND MINORS - 1945


LEGEND
RATES FIXED BY STATE AGENCY, USUALLY THROUGH WAGE BOARD PROCEDURE
COVERS FISH PACKING ONLY
NO LAW
ALASKA
D. C.
HAWAII
PUERTO RICO
WASH.
OREGON
CAL.
NEV.
IDAHO
MONT.
WYO.
UTAH
ARIZ.
COLO.
N. MEX
N. DAK.
S. DAK.
NEBR.
KANS.
OKLAHOMA
TEXAS
MINN.
IOWA
MO.
ARK.
LA.
WIS.
ILL.
MICH.
IND.
OHIO
KY.
TENN.
MISS.
ALA.
GA.
FLA.
S.C.
N.C.
VA.
W. VA.
PA.
N.Y.
N.J.
DEL.
MD.
VT.
N.H.
ME.
MASS.
CT.
R.I.

CONNECTICUT, NEW YORK, RHODE ISLAND, and PUERTO RICO COVER MEN ALSO.
STATUTORY RATES ARE SET IN ARKANSAS, NEVADA, SOUTH DAKOTA, ALASKA, HAWAII, and PUERTO RICO.

THE MICHIGAN TEACHER

Education for Democracy — *Democracy in Education*

Vol. II—No. 2 Michigan Federation of Teachers—Affiliate— American Federation of Teachers November, 1942

Hamtramck Taxpayers Bring Suit

Another development in the Hamtramck school situation appeared recently when the Hamtramck Tax Payers Association started a suit against their local school board for a refund of "illegally collected salaries."

It all began when the Hamtramck teachers went to court this summer to protect their tenure rights which were threatened by the proposed unwarranted dismissal of 43 teachers by the Hamtramck Board of Education. The publicity resulting from the testimony, disclosed during the court proceedings, aroused the indignation of fair-minded citizens of Hamtramck.

In the interest of public education, The Hamtramck Tax Payers Association, with the support of other civic and nationality groups, took a united stand opposing their local school board members and appealed to state and county authorities, initiating a move to oust four Board of Education members.

Since 1923 members of the Hamtramck Board of Education, by authority of a Board resolution, have received an annual salary of $700 each. The Michigan State Code passed in 1923 provides that, with the exception of treasurer and secretary, no members of the Board of Education of a 3rd class city shall receive any compensation unless authorized by the electors of the school district. Electors of Hamtramck never voted these salaries, the Tax Payers maintain.

The suit started by the Tax Payers in the Wayne County Circuit Court asks for an order to stop payment of salaries to members of the school board and to require them to refund payments received since 1927.

A. F. of L. Urges Extension of School Program

Advocates Balanced Local, State, and National Support

The American Federation of Labor at its recent convention in Toronto emphatically reaffirmed its support of public education with the statement that "The first step in planning the peace after the dictators have been crushed is to provide adequate educational facilities now for the children who will be faced with the tremendous responsibility of building a new world upon the wreckage left by the present generation."

The convention implemented this declaration by recommending all affiliated locals, state, national and international bodies to support the following program:

1. To provide whatever local revenue is necesary to keep the schools in full operation during the present crisis and to prevent the closing of schools or the curtailment of educational facilities;

2. To provide adequate state support for education for the purpose of supplementing local revenue. (The possibility, however, of securing such state aid in the future should not be used as a means of preventing local support of the schools which is absolutely essential until additional state aid may be provided.)

3. To support the emergency program recommended by the Permanent Education Committee of the American Federation of Labor including:

   a. Granting of federal funds by the US Congress to provide a minimum salary of $1500 for every teacher in the nation.

   b. Federal funds to provide for enrollment and classification by the Federal Employment Agency of all available manpower in the teaching profession—to the end that every teaching position in the nation may be manned by a competent and qualified teacher.

   c. Provision of federal emergency funds to provide transportation of surplus teachers to areas where acute shortages exist.

   d. Vigorous opposition to dismissal of teachers as long as classes are overcrowded. (The American Federation of Labor has recommended class size not to exceed twenty-five.)

   e. Maintenance of educational standards—especially with relation to vocational education. When and if changes in standards are made necessary by the war effort, such changes should be made in consultation with advisory committees representing labor, management and teaching profession.

Teachers' Salaries Exempt From Freeze

Latest information received regarding wage stabilization appears to indicate quite definitely that the wage freezing does not apply to teachers' salaries. A statement issued within the last week is to the effect that the order does not cover salaries of professional workers receiving under $5000.

Most Michigan teachers receive much less than $2000 annually, and in many cases are serving in communities where salary schedules have been completely disregarded for the past ten years. Salary adjustments made up to date are entirely inadequate and in very few cases take care of increased living costs. This situation is largely responsible for loss of three thousand qualified Michigan teachers.

Many teachers now in service will find it impossible to remain in the profession if salaries continued at depression levels in the face of increased living costs and general wage increases in other fields.

Equal Salary For Equal Training and Work

Late in August a panel recommendation was made to the National War Labor Board that women be paid the same wage rate as men when doing the same work. Mary Anderson, Director of the Women's Bureau, U. S. Dept. of Labor, has declared that the provision "is a significant milestone in the struggles—for the principle of equal pay for equal work."

Detroit and a number of communities in the Metropolitan area and outstate do recognize this principle in fixing salaries. Many school districts, however, discriminate against women teachers by paying them up to three hundred dollars yearly less than they pay men with identical training and responsibilities.

This practice should be challenged in the courts. School districts to be eligible for state aid should be required to establish and file salary schedules based solely on experience and professional qualifications. Administrators or school board members who defend salary differentials by mouthing nonsense about recognizing men's devotion to the profession, their family responsibility, etc. should be publicly challenged. In view of all existing evidence such people must be either economic illiterates or they are selfishly interested in perpetuating salary differences that actually operate to depress the salary level of the entire group.

A POINT OF VIEW

Harry F. Kelly, Michigan's Governor-elect, and the majority of the membership of both the House and Senate meeting in Lansing January 2, are Republicans.

In terms of urgently needed educational legislation, this situation means REPUBLICAN RESPONSIBILITY to citizens and to the children in Michigan's schools for whatever is accomplished during the approaching session of the Legislature.

After ten years during which the Legislature has voted increasing amounts of state aid every second year, problems continue to face us. A shortage of over three thousand qualified teachers this fall emphasized the inadequacy of teachers' salaries and the existing school support program. Under our constitution, the Legislature has the responsibility for correcting the situation.

Although appropriation of state aid funds has reached an all-time high of $44,500,000, the total amount available for school purposes (state and local funds combined) is from $11,000,000 to $15,000,000 less annually than the amount available in 1929-1931.

This means simply that local funds for school support have decreased faster than state aid funds have increased.

This development has been natural and inevitable because the Michigan school aid law actually encourages local districts to shirk their responsibility in supporting their schools.

Under the law, some of the wealthiest industrial communities are receiving from 35% to 60% of their operating costs from the state. Salaries are low in many of these districts; teacher turnover is heavy; class size and teacher load is excessive, and the general level of the school program is lower than it was prior to the adoption of the expanded state aid program in 1933.

Forty-four thousand non-resident high school students have their tuition paid by the state up to a maximum of $100 each. This violates the American concept of local responsibility and representative government and encourages waste and inefficient school management.

Many districts have deliberately followed the policy of underassessing their property as a means of securing increased state aid. This tends to penalize those communities where honest assessment practices are in force.

Finally, operation of the existing school aid law has in a measure put the rural school in the position of "nobody's child."

The rural schools serve 15% of the state's children. These children are entitled to competent teachers, more attractive school surroundings, and an enriched school program. It is extremely doubtful if they will achieve any of these advantages unless and until the small, isolated school unit is integrated as part of the larger school community.

The existing situation should be a challenge to all members of the Legislature—Republican and Democrat alike. It happens to be a particular challege to Republicans at this time only because they control the administrative and legislative branches of our state government.

It is no less a challenge to school people to start thinking along state and national lines in broadly professional terms. There has been entirely too much tendency to approach state problems in education with a narrow community or sectional bias. A state aid program for all of Michigan's schools is now needed. It has been realized in other states. We should realize it here.

THE MICHIGAN TEACHER

Published monthly during the school year by the Michigan Federation of Teachers. Address all communications to 2310 Park Avenue, Detroit, Michigan.

MICHIGAN FEDERATION OF TEACHERS
EXECUTIVE OFFICERS

George G. Wright	Detroit	President
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Report: DFT Civilian Defense Committee

"America fights because she knows that her own freedom, security and prosperity can be found only in a free world. As an organization of teachers united with other workers in the American Federation of Labor, we solemnly dedicate every resource at our command to the cause of victory of peace, of security and freedom for all the peoples of the earth. We believe that neither organized labor nor democratic education has any future in a world dominated by the aggressive totalitarian states."

This introduction to a report on "Education, The War and the Peace" adopted by our National Convention is the basis of the work of the DFT Civilian Defense Committee. The committee recognizes its responsibility for utilizing the efforts of the teachers in civilian defense work and in those channels which will best assist in the winning of the war and the peace.

We are sending packages and correspondence about our work on the "home front" to the members of the Federation who are now in the armed forces. We are working on a blood donor plan which will facilitate the making of appointments for many teachers and friends. In a lighter vein, we are sponsoring a USO party in which we are providing refreshments, square-dancing and a songfest and in which you will provide the good company. You have a date with our soldiers and sailors who will soon be on far-flung battlefronts, on Thursday, December 10, at the AFL Labor Temple at Park and Montcalm.

Pittsburgh Local Tests Pa. Salary Law

According to the November **American Teacher**, Local 400 of Pittsburgh has been involved in testing, through legal proceedings, the question of whether or not a school board can evade the provisions of the salary schedule as set by the law.

It has been the practice of the Pittsburgh School Board to appoint teachers to positions calling for one salary classification while actually assigning them to positions calling for a higher salary. The Pittsburgh local is challenging this practice on the ground that the school laws make specific provision for salary schedules for every type of teaching position in the public schools.

Get Your Share of
UNITED STATES
WAR BONDS

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U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

WOMEN'S WAGES IN WARTIME

Recent Sources of Data on Women's Wages

Relation of Women's Earnings to Men's

Trends in Earnings

Earnings and Women's Cost of Living

Earnings in Special Industries or Occupations

- Manufacturing—War Industries
- Manufacturing—Nonwar Industries
- Nonmanufacturing Industries
- Clerical Workers

November 1944

WOMEN'S WAGES IN WARTIME 1/

No over-all survey of women's earnings, representing all industries and all parts of the country, has ever been attempted except that made by the Bureau of the Census in 1940. Practically all studies cover a single industry or a single locality. Some inquiries are limited as to both industry and area. The Census data covered income from salaries or wages received in 1939. For all women, regardless of time worked, median annual earnings were $465, half earning more, half less. For women working 12 months in the year the median was $707. Even the latter figure may not represent full earnings, as many women would not have worked every day nor for the full daily hours scheduled. Distributed throughout the year, even the larger sum represents only $13.60 a week for the woman's livelihood. These data were secured by occupation for the country as a whole and for each State.

A source of data on women's earnings for a year covers the entire country—reports on average annual earnings made by the Bureau of Old Age and Survivors Insurance. These include only those women who work in employment covered by old age insurance, thus omitting the occupations of many women, such as household employees, Government workers in arsenals and offices, and so forth. Moreover, as these data are collected for the important purpose of establishing and maintaining accounts for old age pensions, the procedure involved in their preparation is complicated, and figures for 1943 are not available at time of writing.

RECENT SOURCES OF DATA ON WOMEN'S WAGES

There are three sources of information on women's earnings that are kept up to date by monthly reports. These cover men and women wage earners (chiefly factory workers) only. In each case they are reported on the basis of a sample for each industry included. The National Industrial Conference Board reports average weekly and hourly earnings in 25 manufacturing industries. The combined figure for the 25 does not represent earnings in all manufacturing, since certain groups are omitted that are important employers of women, notably cotton textiles in the South and most food and clothing industries. The reports of this organization come from some 12,000 associates scattered throughout the entire country but with the greatest concentration in the New England, North Atlantic, and Great Lakes States. The Illinois Department of Labor reports average weekly and hourly earnings for all the principal manufacturing industries and for the chief nonmanufacturing groups aside from domestic service, agriculture, fishing, and forestry. The Illinois reports cover the important woman-employers - retail stores, laundries and dry-cleaning establishments, hotels and restaurants. The New York Department of Labor reports give average weekly earnings in the chief manufacturing industries and in laundries. The National Industrial Conference Board and Illinois report average hours worked in a week for men and women separately, New York only for all workers combined except for laundries.

1/ Prepared by Elisabeth D. Benham, of the Research Division.

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1/ Prepared by Elisabeth D. Benham, of the Research Division.

The Michigan Department of Labor and Industry has made during the war period two surveys of men and women wage earners in manufacturing, one in October 1942 and one in August 1944. These give average weekly earnings and average hours worked, by industry. The later survey also presents average hourly earnings.

There are many reports of special industries made by the Bureau of Labor Statistics of the United States Department of Labor that give earnings of men and women separately by chief occupations. 2/ Some of these are representative of an industry as a whole, others cover only a limited geographic area. Recent reports have included straight-time hourly earnings only. In order to get some idea of what a woman may earn in a week it is necessary to assume a given number of hours as the usual weekly schedule, including one and one-half times the rate for all hours over 40 in any manufacturing industry. In most nonmanufacturing industries extra payment for overtime is usual only if a union contract provides for it.

Through the war period almost the only wage data the Women's Bureau has secured are the hourly entrance rates paid in war industries. However, a study of war industries made in New Jersey in the summer of 1942 reported hourly wage rates of all women paid on a-time basis. The various agencies just described are the chief sources of wage information.

RELATION OF WOMEN'S EARNINGS TO MEN'S

Recent reports of weekly wages in manufacturing as a whole show women's earnings as approximately 60 percent of men's earnings. Part of this difference is due to the fact that men work longer hours on the average. Women's hourly earnings shown by the various sources range from about 65 to 81 percent of men's earnings. This difference is accounted for partly by the employment of relatively more women in the lower-paid industries, such as boots and shoes and textiles. In a typical month the National Industrial Conference Board reports showed for particular industries that the ratio of women's hourly earnings to men's ranged by industry from 50 to 84 percent.

In general, more men than women are found in the better-paid jobs, but in sample studies over a period of years where comparison can be made between men's and women's earnings in the same occupation in the same industry, differences still are found to be almost entirely in favor of the men.

Beginning rates in the industries studied by the Women's Bureau in 1942 and 1943 were found, more often than not, to be the same for men and women, but there still were many establishments that started the green woman at a lower rate than the green man. Moreover, women usually had greater difficulty than men in getting their rates raised as they gained experience, and women less often than men were given the chance to move up into better-paid jobs. Lack of opportunity to gain a footing in the more skilled occupations and the tradition that a woman's work is worth less than a man's combine to keep women's earnings at a lower level.

2/ The Bureau of Labor Statistics also reports each month on the average weekly and average hourly earnings as derived from pay-roll data in 169 industries, but these are not by sex.

TREND IN EARNINGS

Great interest is felt in what the war has done to wages. Certainly wage rates have increased, especially in the industries directly furnishing munitions and due to the increased demand for production with a stationary or declining labor market. Weekly earnings have gone up even more, with lengthened hours. For example, if hours were raised from 35 to 45, the same hourly rate would yield nearly 36 percent more in weekly earnings, including premium overtime for hours over 40. This is about what has happened in manufacturing as a whole. The Bureau of Labor Statistics monthly reports show that average weekly hours in manufacturing in May 1939 were 36.7 and in May 1944 were 45.5. The National Industrial Conference Board has reported women's hours for these periods; in May 1939 they averaged 34 a week in 25 manufacturing industries, in May 1944 they averaged 41.1. This of itself would raise average weekly earnings by 21 percent. The rather large part of earnings increase that is due to overtime work will vanish for the most part after the war. The following table shows the increase in weekly earnings in all reporting manufacturing industries as secured from the three chief sources of data.

Source of Data	Average Weekly Earnings				Percent Increase	
	1939		1944			
	Men	Women	Men	Women	Men	Women
National Industrial Conference Board	$28.09	$16.18	$54.36	$30.78	94	90
Illinois Department of Labor	29.02	16.15	54.31	32.53	87	101
New York Department of Labor	29.99	17.04	55.36	33.28	85	95

Only the National Industrial Conference Board reports average hourly earnings for men and women separately for both these dates. These averages also include the overtime rates, yet they show but little over half so great a proportional increase as was the case in weekly averages. The averages were as follows:

Employees	Average Hourly Earnings		Percent Increase
	1939	1944	
Men	$0.764	$1.159	52
Women	.475	.745	57

When a floor is placed under earnings, as was done by the Fair Labor Standards Act, has been done to a considerable extent since then through collective bargaining, and is now being done for local services and other intrastate industries by extending State minimum-wage acts to men as well as women, the lowest-paid workers (usually, as in this instance, the women) experience somewhat the greater benefit.

Only Illinois reports furnish the trend in the nonmanufacturing industries. The data show that for most of these, though even before the war they averaged a much smaller pay envelop than the manufacturing industries the wage increases have been very much less than those in manufacturing. For the chief woman-employers the wage advances were as follows:

Industry	Average Weekly Earnings 1939		Average Weekly Earnings 1944		Percent Increase	
	Men	Women	Men	Women	Men	Women
Department and variety stores	$26.52	$10.99	$35.18	$12.17	33	11
Retail apparel stores	25.10	18.66	37.60	24.43	50	31
Hotels	19.62	13.63	27.00	19.80	38	45
Restaurants	15.47	12.38	31.54	19.44	104	57
Laundry and dry cleaning	29.77	13.81	46.03	21.13	55	53

Once a year the New York reports give the average earnings of men and women office workers in factories. The following shows the changes from October 1939 to October 1943:

Employees	Average Weekly Earnings 1939	Average Weekly Earnings 1943	Percent Increase
Men	$45.90	$57.83	26
Women	22.98	32.27	40

In 1940, firms were requested to omit from their reports all salesmen and executives, a change tending to lower the average. This difference probably affected men's earnings more than women's. In Illinois the advance from April 1941 to October 1942 in the average earnings of men and women clerical workers in factories was as follows:

Employees	Average Weekly Earnings 1941	Average Weekly Earnings 1942	Percent Increase
Men	$36.89	$49.43	34
Women	22.54	27.50	22

EARNINGS AND WOMEN'S COST OF LIVING

In New York State it is possible to compare earnings with cost of living as reported annually by the Division of Women in Industry and Minimum Wage. 3/ In 1939 a woman living with her family required $20,08 a week for adequate maintenance and the protection of her health. In 1943 the amount required,

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3/ Later the Division of Women, Child Labor, and Minimum Wage.

including an investment in war bonds, was $30.77, a 53-percent increase as compared with the increase in earnings of 95 percent in the period being studied. These are over-all averages only and do not tell the story for particular industries nor for the many individual workers who receive less than the average. While the average weekly earnings for all women in New York in 1944 were about $2.50 above the budget requirements, this was due largely to higher earnings in the metal and machinery group, chiefly on war production, and in the apparel group, which is quite well unionized. In the following important industries in New York women's average earnings were below this requirement:

	Average Earnings
Knitting mills	$24.20
Tobacco manufacture	26.31
Paper and allied products	25.50
Food and kindred products	26.52
Textile-mill products	26.65
Leather and leather products	26.74
Printing, publishing, and allied industries	26.89

The Women's Bureau and the Bureau of Labor Statistics estimated that in August 1943 a woman Government worker living apart from her family in the District of Columbia would require $35 a week for room, board, clothing, and other essentials, including taxes, retirement deduction, and the 10 percent workers are urged to put into the purchase of war bonds.

The Heller Committee for Research in Social Economics estimated that a woman living alone in San Francisco in March 1944 would require $29.50 a week, including taxes and a small investment in war bonds. Because of the demand for wartime economy, this budget curtailed some of the peacetime standards of goods and services. For instance, less was allowed for clothing than in March 1941, less for medical and dental care, personal care, recreation, gifts and incidentals. While no recent earnings of women are reported for California, it is probable that the requirements for healthful living do not differ greatly from one State to another.

EARNINGS IN SPECIAL INDUSTRIES OR OCCUPATIONS

Many current reports are available on men's and women's earnings in particular industries, especially in manufacturing and often covering a restricted geographic area. Not all these can be mentioned here, but the more outstanding facts as to important industries and occupations engaged in by women have been selected from these reports.

Manufacturing—War Industries.

While Army and Navy contracts are placed for almost every product manufactured, it is customary to think of certain groups as outstanding producers of munitions of war. These include aircraft, ships, machinery, electrical devices, ammunition (chemicals), and rubber products. The automobile industry, often reported as such, is largely converted to aircraft, guns, tanks, and many other items. Another point of interest is that, except for certain electrical supplies, these were chiefly men's industries before the war. They were also the ones where higher wage rates prevailed.

The following table presents the earnings of women at work on some of the most outstanding of these products. Though the general industry classification is the same, the particular product may vary widely from State to State and from plant to plant within the samples included in these reports. Figures for Michigan are for August 1944, the others for May 1944.

Industry	Average Weekly Earnings of Women as Reported by—			
	National Industrial Conference Board	Illinois	Michigan	New York
Aircraft	$44.86	-	$58.10	-
Automobiles	47.44	-	52.41	-
Transportation equipment, total	-	$40.94	-	$44.15
Electrical manufacturing	38.33	36.13	-	(1)
Radios	-	-	39.65	-
Shipbuilding	47.68	-	40.81	-
Rubber products	36.39	27.12	2/44.02	33.06
Chemicals	31.91	31.47	43.83	3/29.40
Machinery and machine tools	40.67	37.11	47.89	4/36.33

1/ Included in machinery, which see.
2/ Tires and tubes.
3/ Chemical products other than industrial ($34.88 for industrial).
4/ Includes electrical.

In all instances reported, women's average hours were more than 40, most frequently 43 or 44, so some pay at time and one-half is included.

The Women's Bureau study of New Jersey in 1942, reporting only on time workers, shows a distribution of women earning various rates. Such a distribution gives a more complete picture than the average, but cannot be obtained except by special study. In three of the major war industries reported, half or more of these time workers earned 50 to 59 cents an hour; in the electrical and metal-parts industries, the major groups had somewhat higher hourly earnings. These New Jersey distributions were as follows:

Industry	Percent of Women With Hourly Rates of—			
	Under 50 cents	50, under 60 cents	60, under 70 cents	70 cents and over
Aircraft engines and propellers	-	51	21	28
Ammunition, gun parts, and other ordnance accessories	7	57	20	16
Electrical products	5	15	67	13
Machines and machine tools	15	52	16	17
Metal parts, small	21	7	40	31

From Bureau of Labor Statistics reports 4/, certain characteristic occupations of women have been selected and their reported hourly earnings translated into earnings for a 40- and a 44-hour week. These figures follow:

Aircraft Engines, United States—August 1943

Occupation	Hourly	Women's Average Earnings For a Week of—	
		40 hours 1/	44 hours 1/
Burrers, Class B	$1.025	$41.00	$47.15
Burrers, Class C	.984	39.36	45.27
Grinding-machine operators, Class C	1.060	42.40	48.76
Inspectors, Class B	1.094	43.76	50.33
Inspectors, Class C	.958	38.32	44.07

4/ Monthly Labor Review, March 1944, p. 579 ff, and various mimeographs.

1/ Computed by Women's Bureau.

Electrical Machinery, Chicago Area--October 1943

Occupation	Hourly	Women's Average Earnings For a Week of-- 40 hours 1/	44 hours 1/
Assemblers, bench, Class C	$0.66	$26.40	$30.36
Drill-press operators, single and multiple spindle, Class C	.69	27.60	31.74
Solderers, Class B	.67	26.80	30.82
Winders, armature and coil, Class C	.73	29.20	33.58
Wirers, assembly, Class C	.73	29.20	33.58
Inspectors, Class C	.66	26.40	30.36

Machinery Other than Electrical, Chicago Area--October 1943

Occupation	Hourly	40 hours 1/	44 hours 1/
Assemblers, bench, Class C	$0.70	$28.00	$32.20
Grinding-machine operators, Class C	.77	30.80	35.42
Milling-machine operators, Class C	.86	34.40	39.56
Inspectors, Class C	.79	31.60	36.34

1/ Computed by Women's Bureau.

It is evident that many women in the two Chicago machinery groups would find it impossible to meet the New York State adequate budget ($30.77) or that of San Francisco ($20.50).

Manufacturing--Nonwar Industries.

While some of these industries, especially men's clothing, fruit and vegetable canning, and cotton textiles, have produced in quantity for the armed forces, they also are producing directly for the civilian consumers. Moreover, here in nonwar factories are found all the important woman-employers, and these usually are at the lower end of the scale in wage payments.

The following gives the general level of women's wages on a number of these products. Figures for Michigan are for August 1944, the others for May 1944.

Industry	Average Weekly Earnings of Women as Reported by-- National Industrial Conference Board	Illinois	Michigan	New York
Boots and shoes	$24.75	$26.36	$27.50	$28.74
Clothing:				
Men's suits and overcoats	-	30.85	-	31.84
Women's underwear	-	28.54	-	26.94
Confectionery	-	26.65	26.38	27.64
Fruit and vegetable canning	-	25.17	19.68	24.24
Hosiery and knit goods	27.42	24.29	27.35	24.20
Tobacco products	-	29.80	27.91	26.31

A few recent Bureau of Labor Statistics studies give a picture of women's earnings in some of the principal occupations in industries that long have employed women, reporting for certain parts of the country.

Cotton Broad-Woven Goods and Yarn Mills, 5 Southeastern States—July 1943

	Range of Women's Average Earnings		
		For a Week of	
Occupation	Hourly	40 hours 1/	44 hours 1/
Ring-frame spinners	$0.46 to $0.56	$18.40 to $22.40	$21.16 to $25.76
Weavers, other than jacquard loom	.50 to .67	20.00 to 26.80	23.00 to 30.82

Seamless Hosiery, 8 Southeastern Labor-Market Areas--July 1943

Occupation	Hourly	40 hours 1/	44 hours 1/
Boarders	$0.47	$18.80	$21.62
Knitters, automatic	.54	21.60	24.84
Loopers	.49	19.60	22.54

Candy and Other Confectionery Products, Chicago--July 1943

Packers, hand	$0.57	$22.80	$26.22
Wrappers, hand	.60	24.00	27.60
Wrappers, machine	.58	23.20	26.68

1/ Computed by Women's Bureau.

Nonmanufacturing Industries.

Many women under this broad heading are found in stores, laundries, and restaurants. These are the establishments that have been hard pressed to hold their workers against the pull of glamor and higher wage rates in the industries that appear to be more directly connected with the war. The present level of women's earnings in Illinois in these fields has already been given. (See p. 4)

Earnings in laundries in New York have been reported since August 1942, at which time they averaged $17.80 for women; by May 1944 they had risen to $24.77, or by 39 percent.

The United States Bureau of Labor Statistics made three comprehensive studies of earnings in the spring and summer of 1943—of year-round hotels, of limited-price variety stores, and of power laundries. 5/ Each study covered both large and small cities in all parts of the country.

5/ See Monthly Labor Review: Hotels, July 1944, p. 139; stores, June 1944, p. 1265; laundries, January 1944, p. 157.

Average hourly earnings of chambermaids were reported in 72 cities and ranged from 14 to 50 cents, which would be from $5.60 to $20 for a 40-hour week. Some of the lower rates probably were supplemented by free meals, lodgings, or both. In 8 cities the average was below 20 cents; and in 20 cities, 20 to 29 cents. Waitresses and kitchen workers were not included.

Average hourly earnings of women retail clerks in limited-price variety stores were reported for 82 cities or areas. The lowest amount reported was 23 cents an hour, which would be $9.20 for a 40-hour week; the highest, 53 cents, would yield $21.20 for 40 hours. The average was below 30 cents in 16 places, which would be less than $12 for 40 hours. In 54 localities rates averaged 30 to 39 cents, or less than $16 for a 40-hour week.

In power laundries women's earnings in 36 areas combined were as follows:

Occupation	Women's Average Earnings, 1943		
		For a Week of—	
	Hourly	40 hours 1/	44 hours 1/
Flat-work feeders	$0.375	$15.00	$17.25
Flat-work catchers	.370	14.80	17.02
Shakers	.365	14.60	16.79
Bosom-press operators	.425	17.00	19.55
Collar-and-cuff-press operators	.410	16.40	18.86
Markers	.410	16.40	18.86

The highest-paid group, bosom-press operators, averaged less than 30 cents in 5 areas and 30 to 39 cents in 10.

Clerical Workers.

Illinois, Michigan, and New York reported on average earnings of women office workers in factories in 1942 (though only New York reported in 1943, see page 4). The following gives the data for 1942 from the 3 States:

	Average Weekly Earnings of Women
Illinois (October)	$27.50
Michigan (April)	21.52 to $29.13
New York (October)	30.00

The National Industrial Conference Board in the fifth of a series of surveys reported on clerical salary rates paid in April 1944. 6/ These reports covered 21 large cities and presented rates for the chief occupations. The following gives weekly rates paid for a number of occupations employing large numbers of women.

Occupation	Weekly Salary Rate		
	Average	Low	High
File clerk	$20	$15	$58
Receptionist	25	18	76
Stenographer	30	16	54
Telephone-switchboard operator	30	15	45
Junior copy typist	25	15	~~15~~ 45
Senior copy typist	28	17	48

1/ Computed by Women's Bureau.

6/ Conference Board Management Record, July 1944, p. 186.

WAGES + HOURS DECISIONS

See ALSO NATIONAL WAR LABOR BOARD

WAGES + HOURS DECISIONS - 1943

OFFICE OF WAR INFORMATION
NATIONAL WAR LABOR BOARD

For immediate release
March 11, 1943
B 484

The National War Labor Board today adopted a short cut method and a series of simple yardsticks to speed up the handling of voluntary requests for wage and salary changes, to lighten the burden on small employers and to enable needed upward wage adjustments to eliminate substandards of living.

These yardsticks were adopted as a result of urgent requests by the Regional War Labor Boards for changes in procedure to facilitate application of the standards set forth in the Act of Congress of October 2 and the President's wage stabilization order of October 3. These changes were also the result of a series of regional inspection trips recently completed by tripartite groups of Board members.

The Board granted authority to its Regional Boards to make short cuts in its procedure in the case of voluntary increases requested by employers, or jointly by employers and unions, under certain specified conditions. Chief feature of the shortened procedure is the elimination of complicated statistical wage analyses, which have tied up the personnel of the Board and caused delays in the disposition of cases. These short cuts may not be used if "the facts show that approval would have unstabilizing effects or would otherwise conflict with the national wage stabilization policy," or if the proposed adjustment would affect a price ceiling.

The main conditions under which the short cuts may be granted under the new rules are as follows:

1. To Correct Interplant Inequalities. The Regional Boards were given authority to make surveys to determine "the most frequent rate or range of rates, as the case may be, for the same or substantially similar occupations" by industries, communities or labor market areas, and to use the shortened procedure in passing upon applications for wage adjustments.

2. To Eliminate Substandard Wages. Regional Boards were given authority to determine "what constitute substandard wage or salary rates in their regions for the purpose of permitting consideration under the shortened procedure of proposed adjustments up to the specified minima." Pending this determination, the adjustment of wage or salary rates up to 50¢ an hour or $20 a week may be handled by the shortened procedure. The Regional Boards are not to consider this figure as "in any way limiting" their discretion to fix the minimum at a point either higher or lower.

3. To Eliminate Inequalities for Individuals or Small Groups. Regional Boards can use the shortened procedure in passing upon adjustments proposed by employers of 200 or less in order to eliminate inequalities, if the adjustment affects no more than 10 employees or 10 per cent of the employees and does not exceed 5¢ an hour. Employers will not be allowed to claim later that other inequalities have been caused by such adjustments.

4. The Power of the Regional Wage Stabilization Directors. Under the new procedure the Wage Stabilization Directors of the Regional Boards will be allowed to rule on all cases involving employers of 200 or less, and all cases where adjustments are requested under the Little Steel formula. This will take a considerable burden off the shoulders of the members of the Regional Boards, which are now required to rule on cases involving employers with more than 100 workers, and those involving the Little Steel formula in industries other than 29 specified by the Board in its wage policy of November 6, 1942.

The Board vote on the new procedure was unanimous, although the AFL members did not participate.

The text of the Board's statement is attached.

March 11, 1943

STATEMENT BY THE NATIONAL WAR LABOR BOARD

Changes in the Handling of Voluntary Wage Adjustment Cases by Regional War Labor Boards

In order to simplify and expedite the handling of voluntary wage adjustment cases in the smaller cases in the regions, and to facilitate needed adjustments for the lowest paid workers, consistent with the national wage stabilization policy laid down by Congress in the Act of October 2, 1942, and by the President in Executive Order 9250, dated October 3, 1942, the following measures are adopted:

(A) Procedural Changes

1. Regional Wage Stabilization Directors shall have power to rule on applications (subject to appeal to the Regional War Labor Board as provided in the rules of procedure) in cases of employers of 200 or less, in all industries, and, with respect to maladjustments, in all cases in all industries. Detailed suggestions for the streamlining of office procedure will be forwarded to the Directors.

2. In the cases set forth below, applications for adjustments may be approved on the basis of the essential information in the application forms , without the necessity of gathering additional outside information or of making written analyses. This procedure is hereinafter referred to as the "shortened procedure." The authority thus granted to utlilize the shortened procedure does not relieve the Regional Wage Stabilization Directors of the duty of requiring additional information and of making wage analyses in cases which seem to them on their face to present doubtful questions. Nor does it relieve the Directors of the duty of denying applications where the facts show that approval would have unstabilizing effects or would otherwise conflict with the national wage stabilization policy. Nor does the limitation of the shortened procedure to the cases listed below imply that applications are not to be given full and fair consideration in cases not included in the list. Cases in which the application states that price relief will be sought are to be excluded from the list, and will be handled in accordance with the regular procedure.

(B) Cases in which the Shortened Procedure as Defined Above, May Be Granted.

1. Adjustments to correct inequalities of individuals and small groups, in the case of employers of 200 or less, where the proposed adjustment affects not more than 10 employees, or not more than 10% of the employees, and does not exceed 5 cents per hour. In such cases the approval shall state (a) that the authorized adjustments may not be used as a basis for later claiming that other inequalities have thereby been caused, and (b) that no subsequent application, filed within six months of the date of approval will be passed upon under the shortened procedure.

2. Adjustments to eliminate substandards of living. The Regional War Labor Board shall determine, with the approval of the National War Labor Board, what constitute substandard wage or salary rates in their regions for the purpose of permitting consideration under the shortened procedure of proposed adjustments up to the specified minima. Pending such determination, but without in any way limiting the discretion of the Regional Boards, to fix higher or lower rates proposed, adjustments of wage rates of individuals up to 50 cents an hour or proposed adjustments of salary rates up to $20 a week may be handled under the shortened procedure.

3. Inter-plant inequalities, where the proposed adjustment is to bring a given occupational rate or range of rates up to the most frequent rate or range of rates as the case may be for the same or substantially similar occupations in the industry, or industries generally, within the community or labor market area, as determined by the particular Regional War Labor Board. In ascertaining such rates and ranges, each Board may utilize information obtained from appropriate sources, such as tripartite panel hearings, Wage and Hour Division files, Bureau of Labor Statistics studies, and the expert knowledge of Board members.

NATIONAL WAR LABOR BOARD

JURISDICTION AND PROCEDURE OF REGIONAL WAR LABOR BOARDS

April 15, 1943, as amended

and

RULES FOR CONDUCT OF HEARINGS UNDER WAR LABOR DISPUTES ACT

Division of Public Information
October 1, 1943

April 15, 1943

As amended

JURISDICTION AND PROCEDURE OF REGIONAL WAR LABOR BOARDS

I. Constitution of Regions and Regional War Labor Boards

A. Regional War Labor Boards are created to operate on behalf of the National War Labor Board in each of the following regions:

Region I	Maine, New Hampshire, Vermont, Massachusetts, Connecticut, Rhode Island.
Region II	New York, the Northern part of New Jersey (including following counties: Sussex, Passaic, Bergen, Warren, Morris, Essex, Hudson, Union, Middlesex, Somerset, Monmouth, Hunterdon)
Region III	Pennsylvania, Maryland, Delaware, District of Columbia, Southern part of New Jersey (including following counties: Mercer, Ocean, Burlington, Atlantic, Camden, Gloucester, Salem, Cumberland, Cape May)
Region IV	Tennessee, North Carolina, Mississippi, Alabama, Georgia, South Carolina, Florida, Virgina.
Region V	Ohio, Kentucky, West Virgina.
Region VI	Illinois, Indiana, Wisconsin, Minnesota, North Dakota, South Dakota, except Madison, St. Clair, Monroe, Jersey, Green and Calhoun Counties in Illinois, and including Scott, Clinton, Jackson, Dubuque Counties in Iowa.
Region VII	Missouri, Arkansas, Kansas, Iowa, Nebraska, except Scott, Clinton Jackson, Dubuque Counties in Iowa, and including Madison, St. Clair, Moneore, Jersey, Greene, and Calhoun Counties in Illinois.
Region VIII	Texas, Oklahoma, Louisiana
Region IX	Colorado, New Mexico, Utah, Wyoming, Idaho, Montana
Region X	California, Nevada, Arizona
Region XI	Michigan
Region XII	Washington, Oregon, Alaska

B. Each Regional War Labor Board shall consist of the following members to be appointed by the National War Labor Board:

Representatives of labor, 4 of whom are to be available for service with the Regional War Labor Board at any given time.

Representatives of industry, 4 of whom are to be available for service with the Regional War Labor Board at any given time.

Representatives of the public, 4 of whom are to be available for service with the Regional War Labor Board at any given time. There shall be a Chairman, and one Vice-Chairman, to be designated by the National War Labor Board from among full-time members.

C. Six members will constitute a quorum and 12 will constitute full attendance; the composition at any given time is to be equally tri-partite.

D. The National War Labor Board, after considering the recommendations of the Regional War Labor Boards, will appoint tri-partite panels in appropriate places throughout the regions to serve in dispute cases, as hereinafter described.

E. The staff of each Regional War Labor Board shall consist of a Wage Stabilization Director, a Disputes Director, A Regional Attorney, and such other assistants as the National War Labor Board may approve. The staff shall be under the general supervision of the Regional War Labor Board.

F. Regional representatives designated by the Director of the U. S. Conciliation Service of the Department of Labor, will act as liaison officers between each Regional War Labor Board and the U. S. Conciliation Service.

II. Procedure in Dispute Cases Not Involving Wages or Salaries

A. [1]Immediately upon the certification of a labor dispute to the National War Labor Board under the provisions of the War Labor Disputes Act and Executive Order No. 9017, or upon the National War Labor Board's assumption of jurisdiction of any labor dispute upon its own motion, under the provisions of the said Act and Executive Order, the Regional War Labor Board for the region in which the dispute has arisen will be notified and a formal certification, together with all other available data and reports, will be transmitted to it (except in those cases in which the National War Labor Board may elect to retain original jurisdiction or refer the case to an authorized agency or commission, or back to the Conciliation Service.)

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[1] Paragraph A reads as amended July 27, 1943

B. Upon receipt of the certification, the case will be considered by a New Case Committee of the Regional War Labor Board, composed of the Chairman or Vice-Chairman, one industry and one labor member, and the Disputes Director. If the Committee does not consider the case ready for a hearing, it may refer the case back to the parties for further negotiation or to the Regional representative of the Conciliation Service for further information, or further investigation or conciliation. If the case is deemed ready for a hearing, the Committee will designate a tri-partite panel to hear the case, unless the parties agree to have the case heard by a single person, in which event the Regional War Labor Board will designate one of the public panel members, or some other suitable person, to hear the case. Wherever the term "panel" is hereafter used, it will be deemed to include a single hearing officer in the cases just mentioned.

C. The New Case Committee, in determining what action to take, will consult with the Regional representative of the Conciliation Service. If it is determined to set the case down for hearing, the parties shall be notified, at least 10 days in advance, of the date and place of the hearing. They shall be requested to submit to the Disputes Director a written and signed statement of such of the facts as they can agree upon, together with such supplementary statements, briefs, and exhibits as they believe necessary to explain and support their respective contentions. There should be included a statement by the employer as to whether price relief will be requested if a wage or salary increase is directed. These documents will be transmitted to the panel prior to the hearing. (In cases where, prior to certification, the Commission of Conciliation has obtained from the parties an agreed statement of facts and the other documents above mentioned, this procedure may be modified accordingly).

D. [2]The hearing before the panel, as required by the War Labor Disputes Act, will be a public hearing on the merits of the dispute, of which both parties shall be given full notice and an opportunity to be heard, but the failure of either party to appear shall not deprive the Board of jurisdiction to proceed to a hearing and order. Save in exceptional cases and upon the instructions of the Regional War Labor Board, no stenographic record of the hearing will be required, but any party may, at his own expense, provide for the making of a stenographic record, in which case a copy shall be made available to the Regional War Labor Board without cost, and to each of the other parties to the proceeding at the regular rates for copies. At such hearing the parties may be represented by counsel and may attend with such witnesses or other persons as they desire, subject to the right of the chairman of the panel to make whatever reasonable regulation may be required for the conduct of an orderly public hearing. Upon the conclusion of the hearing, if a settlement is not effected, the panel will submit its report and recommendations as speedily as possible to the Regional War Labor Board, together with the written statements, briefs and exhibits of the parties and any stenographic record that may have been taken. Copies of the report and recommendations will be furnished to the authorized representatives of each of the parties to the dispute, and the parties will be afforded one week after receipt of the report within which to submit comments to the Regional War Labor Board. (In unusual cases, and for good cause shown, this time may be extended by the Regional Chairman).

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[2] Paragraph D reads as amended July 27, 1943 - See also Rules for the Conduct of Hearings under the War Labor Disputes Act.

E. If the panel's report is unanimous, the Regional War Labor Board will not, save in exceptional cases, hear argument upon the matter, but will proceed to a decision. If the report is not unanimous, the Regional War Labor Board may in its discretion hear argument upon the case before reaching a decision.

F. Any Regional War Labor Board may certify to the National War Labor Board any case, or any question in any case, upon which it desires the National War Labor Board's decision; but the National War Labor Board may in its discretion reject such certification and require the Regional War Labor Board to decide the case or the particular question, with or without a subsequent review by the National War Labor Board.

III. Procedure in Dispute Cases and in Arbitration Proceedings Involving Wages or Salaries

The procedure will be the same as in other dispute cases, except as follows:

A. If an agreement between the parties calling for a wage or salary adjustment is brought about, the Conciliator assigned to the dispute, or the panel chairman or the hearing officer as the case may be, will file the agreement directly with the appropriate Regional Wage Stabilization Director together with a completed application Form 10, which he will assist the parties in preparing. Conciliators, through the Regional representatives and panels, will be at liberty in all cases, to consult the Regional Wage Stabilization Director in advance of any settlement, regarding the application of the Board's wage stabilization policy to the particular situation.

B. If an agreement to refer the wage or salary question to arbitration is brought about, whether as a result of conciliation or without it, and the arbitrator's award provides for a wage or salary adjustment, the arbitrator shall file the award, together with a completed application Form 10, (or if the parties prefer not to sign such a form, a statement of the necessary facts on which to base a decision,) directly with the appropriate Regional Wage Stabilization Director. Arbitrators should consult the Regional Wage Stabilization Director, in advance of any award, regarding the application to the particular situation of the Board's wage stabilization policy.

C. After either of the above steps has been taken, the procedure will be the same as in voluntary wage and salary adjustment cases. In all cases the conciliator, hearing officer, or panel chairman should remind the employer that he should promptly upon receiving the award or report (and without waiting for the Board's decision apply to the Office of Price Administration for price relief if he intends to make any order requiring increased payment of wages and salaries the basis for asking such relief.

D. Where proceedings do not eventuate in an agreement or arbitrator's award, the hearing officer or panel makes to the Board its report on wages as well as other issues and shall indicate in what circumstances, if any, the employer expects because of the order of the Board to apply for price relief or to oppose an otherwise justified reduction of price ceilings, or to increase the price paid by the government for his production or services or to oppose an otherwise justified reduction of the price for such products or services.

E. The Regional Board, at the time it sends the employer a copy of the hearing officer's or tri-partite panel's report, notifies the employer that if he intends to seek price relief he must file with the nearest OPA office an application for an adjustment of the individual seller's maximum prices, or a petition for an amendment of the regulation which establishes these maximum prices, within fifteen (15) days after he receives a copy of the hearing officer's or tri-partite panel's report to the Regional Board, and must notify the Board of any such application when he comments upon the report.

IV. Procedure in Voluntary Wage and Salary Adjustment Cases

A. The Handling of Preliminary Inquiries About Jurisdiction:

1. An employer or a union (or an employee or a group of employees not represented by a union with respect to an adjustment) directly concerned in a proposed wage or salary adjustment, may ask the nearest officer of the Wage and Hour and Public Contracts Divisions of the U. S. Department of Labor in the region (hereinafter referred to as the Wage and Hour Office), as agent of the National War Labor Board, shall then issue a written ruling, and send copies of it to the person or persons who made the inquiry and to the appropriate Regional Attorney.

2. If said ruling is that the proposed wage or salary adjustment may be made without approval of the Board:

(a) The ruling shall be deemed to be authoritative, and shall remain in effect unless reversed as provided below.

(b) If, on receipt of the ruling from the Wage and Hour Office, it is reversed by the Regional Attorney (after consultation, where necessary, with the Regional Wage Stabilization Director) the Wage and Hour Office shall be notified promptly, and it shall immediately notify the person or persons who made the inquiry that the adjustment requires approval. If in the meantime the employer has made the adjustment, relying upon the ruling by the Wage and Hour Office that it did not need approval:

(1) The adjustment may be continued in effect for a period of ten days following the notification by the Wage and Hour Office, within which period the employer may file with the Wage and Hour Office (jointly with a duly recognized collective bargaining agency, or by himself, as subsequently provided), an application for approval of the adjustment and

(2) If such an application is so filed, the adjustment may be further continued in effect until and unless it is finally disapproved. Such disapproval shall take effect only from the date of the issuance of the order of disapproval.

(c) If the Wage and Hour Office to which an inquiry has been addressed, rules that the proposed adjustment cannot properly be made without approval, the ruling shall be deemed to be authoritative. The person or persons who made the inquiry may seek from the Regional Attorney, by written petition, filed within 10 days after the ruling of the Wage and Hour Office, a reversal of the ruling. The Regional Attorney's ruling (after consultation, where necessary, with the Regional Wage Stabilization Director) on the question so submitted shall be final, and shall be transmitted to the applicant through the Wage and Hour Office.

B. The Filing of Applications for Approval of Wage or Salary Adjustments:

1. Each application for approval of proposed voluntary wage or salary adjustments (other than those described in III above) shall be filed with the nearest Wage and Hour Office in the region. All applications shall be made upon appropriate forms prepared by the National War Labor Board.

2. Such applications may be of two kinds. The first kind, in which approval is sought of an adjustment agreed upon by the parties, may be signed by any party (or jointly by any or all the parties) to the contract. The application shall state whether all the parties to the contract have signed the application, and shall state the name and address of each party who has not signed the application. If there be any such party who has not signed, the Wage and Hour Office at which the application was filed shall, as agent of the Board, before acting on the application, send said party a notice of the application. The notice shall request the party to state whether he contests the fact of the contract having been made. If, within seven

days of the sending of the notice, he has not filed a statement contesting such fact, or if he files a statement admitting it, the application will then be acted upon. If he contests the fact of the contract having been made, the matter will be treated as a dispute case and referred to the Conciliation Service, unless (i) the contract was in writing, (ii) the writing or a certified or otherwise authenticated copy thereof has been produced, and (iii) the Wage and Hour Office is satisfied that no substantial question exists as to the party being a party thereto. Where the Wage and Hour Office is so satisfied, it shall rule accordingly and proceed with the handling of the application. The ruling may be reviewed (on petition of the protesting party) by the Regional Attorney when the application is transmitted to the Regional War Labor Board under (7) below. His ruling shall be final.

3. *The second kind of application, in which an employer on his own initiative wishes to make a wage or salary adjustment, shall be signed either (i) jointly by the employer and a duly recognized collective bargaining agent for any or all of the employees who are to be affected by the proposed wage or salary adjustment, or (ii) by the employer alone. In either case the application shall state whether or not there is a duly recognized collective bargaining agent (for any or all of the affected employees) which has not joined with the employer in the application. If it appears that there is such an organization which has not so joined, the Wage and Hour Office at which the application was filed shall, before acting on the application, send to the appropriate local officials of such organization a notice of the application, requesting the organization, if it has any objections to the application being acted upon, so to inform the office. If no such objections are filed within seven days of the sending of the notice, or if the organization in question states that it has no objections, the application will then be acted upon. If objections

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* "Duly Recognized Collective Bargaining Agent"

The phrase "a duly recognized collective bargaining agent" (as used in Section IV, B, 3 of "Jurisdiction and Procedure of Regional War Labor Boards") refers either to a labor organization which has actually been recognized by the employer for the purpose of collective bargaining or a labor organization which has been certified by the National Labor Relations Board or a similar state agency, where the legal result of certification is that the employer is obligated to bargain with the union. Where there is such a labor organization and it has not joined in the application, it is entitled to receive a copy of the application before the application is processed.

Where a labor organization has not been "duly recognized or certified," it may not receive a copy of the application but upon inquiry it should be told whether or not an application has been filed.

are made within said period, the matter will be treated as a dispute case and referred to the Conciliation Service of the Department of Labor.

4. In cases where the employer has signed, or joined in signing, an application for approval of a wage or salary increase, he shall state whether he intends to make the proposed increase, if approved, the basis of an application to the Office of Price Administration for an adjustment of his maximum prices or for an amendment of the regulations establishing those prices.

5. In cases where the employer has not signed, or joined in signing, an application for approval of a wage or salary increase, he shall be requested in the notice of the filing of the application sent to him by the Wage and Hour Office, to state whether he intends to make the proposed wage or salary increase, if approved, the basis of an application to the Office of Price Administration for an adjustment of his maximum prices or for an amendment of the regulations establishing those prices. He shall be asked to make this statement (i) within seven days of the sending of said notice, or (ii) if (as described in paragraph 2 above) he contests the fact of the agreement or arbitration award having been made, within seven days of any ruling by the Wage and Hour Office finding him to be a party to said agreement.

6. If the employer states that he intends to make the proposed wage or salary increase, if approved, the basis of an application to the Office of Price Administration for an adjustment of his maximum prices or for an amendment of the regulations establishing those prices, (i) his statement shall be entered in an appropriate place on the application before the application is acted on by the Regional Wage Stabilization Director as provided below, and (ii) the employer will be required to furnish further information, the nature and effect of which will be set forth under VI below.

7. When an application has been submitted to a Wage and Hour Office, and no preliminary inquiry about jurisdiction has been made under IV A above, the office shall first make certain that the application needs approval. If the office believes that approval is not or may not be required by the applicable regulations and orders, the office shall proceed exactly as if the applicant had asked for a preliminary ruling on jurisdiction. If no jurisdictional question is involved, or if such a question has been cleared up under IV A above, the Wage and Hour Office shall see that appropriate forms are fully and accurately filled out and shall transmit them to the Regional Wage Stabilization Director of the appropriate Regional War Labor Board.

8. Upon receipt of the application, the Regional Wage Stabilization Director, acting in collaboration with the Regional Attorney, shall first make certain that the application requires Board approval (unless this question has already been ruled upon and determined under IV A above.) If it is determined by the Regional Attorney that the application does not require Board approval, a written ruling to that effect shall be made and copies sent to the applicant or applicants. If it is determined that the application requires Board approval, it shall be acted upon as provided in V below. In any case, the Regional Wage Stabilization Director may, before acting, obtain further needed information informally from the applicant or applicants, from the Wage and Hour Office, from the Bureau of Labor Statistics or any other source, or refer the application back to the Wage and Hour Office for such information as he may specify. In cases where the application reveals that the employer intends to make the proposed increase the basis of an application to the Office of Price Administration for an adjustment of his maximum prices or for an amendment of the regulations establishing those prices, the Regional Wage Stabilization Director shall send a copy of the application to the Office of the Economic Adviser, Office of Price Administration, Washington, D. C.

C. Application by Employers' Association for Approval of Wage or Salary Adjustments

1. Application for approval of a wage or salary adjustment may be made on a form approved by the National War Labor Board on behalf of more than one employer by an employer's association or other similar organization. Such an application may be executed by the appropriate representative of the association or other similar organization acting on behalf of all such employers.

2. The application shall state, in addition to the other matters required by Section IV, the name and address of each employer on whose behalf it is made and who has not signed the application. The application shall be filed with the Wage and Hour Office in the city where the association or other similar organization customarily carries on its wage or salary negotiations. The Wage and Hour Office with which the application is filed, shall, before acting on the application, send to each such employer a notice of the application.

3. The notice shall request the employer to state whether he has authorized the applicant to file the application on his behalf. If the employer has not filed a statement contesting the authorization within seven days of the sending of the notice, or if he files a statement admitting it, the application will then be acted upon. If he contests the fact of authorization, he will not be considered as a party to the application.

4. The application shall be accompanied by individual statements which shall contain for each employer the information required by the National War Labor Board's Form No. 10, except that where such information is identical for all or some of the employers, an appropriate consolidated statement containing such information may be filed with the application.

5. In all other respects the procedure herein set forth shall obtain, and the word "employer" wherever used herein shall, for the purpose of this section, include, "employers' association or other similar organization."

D. Single Application by Employer with Plants or Establishments in More than One Region

1. In the case of an employer with plants or establishments in more than one region, a single application may be filed covering employees in all of some of such plants or establishments.

2. The application may be filed at the Regional Wage and Hour Office in the region where the employer maintains his principal place of business.

3. The application shall be accompanied by individual statements which shall contain for each plant or establishment covered by the application the information required by the National War Labor Board's Form No. 10, except that the Regional Director of the Wage and Hour Office may, in appropriate cases and for good cause shown, modify this requirement to provide for one or more consolidated statements covering all or some of the plants or establishments.

4. Upon receipt of the application, together with such statements, the said Regional Director of the Wage and Hour Office, if not satisfied that sufficient data and information have been presented with respect to each plant or establishment, may require the applicant to submit additional data or information, or may refer any statement relating to a particular plant or establishment not in his region to the appropriate Regional Director of the Wage and Hour Office for such additional data or information as may be necessary.

5. When the Regional Director of the Wage and Hour Office is satisfied that sufficient data and information have been presented, he shall transmit the application together with the statements and all other pertinent information, to the appropriate Regional War Labor Board which shall inform other affected Regional War Labor Boards and shall act on the application unless it determines that due to the scope of the employer's operation, or because of important policy questions, the application should be referred to Washington.

6. In all other respects, the procedure herein set forth shall obtain.

V. Disposition of Applications for Approval of Wage or Salary Increases in Which the Application Indicates that no Price Relief Will be Sought if Approval is Granted

A. In cases where he is authorized so to do by orders or regulations of the National War Labor Board, the Regional Wage Stabilization Director shall rule upon the application, subject to the rights of review hereinafter set forth, and subject to his right to refer any case for decision, with his recommendation, to the Regional War Labor Board, if he believes that the case is sufficiently important from a stabilization point of view, or presents sufficiently serious and doubtful questions of interpretation of policy, to justify such action.

B. If the Regional Wage Stabilization Director disapproves the application (or approves a lesser increase than that requested) the applicant, or any applicant if there be more than one, may within ten days after the date of the issuance of the ruling file with the Regional War Labor Board a petition for a review.

C. Copies of all rulings made by Regional Wage Stabilization Directors shall be promptly filed with the Chairman of the Regional War Labor Board, whose duty it will be to lay before the Regional War Labor Board, for such action as it may care to take, all rulings which involve serious questions of policy. Copies shall also be promptly filed with the National War Labor Board's Wage Stabilization Division, together with such additional information as the Division may require for purposes of review.

VI. Disposition of Applications for Approval of Wage or Salary Increases in Which the Applicant States That he Intends to Make the Proposed Wage or Salary Increase, if it is Approved, the Basis of an Application to the Office of Price Administration for an Adjustment of his Maximum Prices or for an Amendment of the Regulations Establishing Those Prices.

The procedure shall be the same as in the cases described under (V) above, except that

A. A copy of the application shall be sent by the Regional Wage Stabilization Director to the Office of the Economic Advisor, Office of Price Administration, Washington, D. C. Copies of any forms which the employer has filled out, pursuant to the requirement of the Office of Price Administration, (and which have been supplied for that purpose by said Office to the Wage and Hour Offices) shall be sent at the same time as the copy of the application to the Office of Price Administration.

B. In those cases where the Office of Price Administration determines that the proposed wage or salary adjustment will not require an adjustment of the employer's prices or an amendment of the regulations establishing those prices, the Regional War Labor Board will be so notified. In cases where such notice has been received, the ruling of the Regional Wage Stabilization Director or of the Regional War Labor Board may be made effective without further reference to the Office of Price Administration or the Office of Economic Stabilization.

C. In those cases where the Office of Price Administration determines that approval of the wage or salary increase will necessitate an adjustment of the employer's prices or an amendment of the regulations establishing those prices, the Regional War Labor Board will be so notified. In such cases, if the application for a wage or salary increase is approved, the ruling shall state that it will become effective only on final approval by the Economic Stabilization Director, as required by the provisions of Executive Order No. 9250.

D. Unless the Regional War Labor Board has been notified as in B above, copies of every ruling shall be sent to the Office of the Economic Advisor, Office of Price Administration, Washington, D. C.

VII. Authority of Regional War Labor Boards

A. Applications for Approval of Voluntary Wage or Salary Adjustments

1. Each Regional War Labor Board shall have authority to approve or disapprove applications for voluntary wage or salary adjustments.

2. Each such ruling shall be final, subject only to the National War Labor Board's right of review on its own initiative, or on a petition for review, as provided for in Paragraphs 3, 4, and 6 of B below. Any reversal or modification of such ruling by the National War Labor Board shall take effect only from the date of its issuance, provided, however, that if a ruling denying an application for permission to make a wage or salary adjustment is overruled, the final ruling of the National War Labor Board shall incorporate as the effective date of the adjustment the date specified in the application or such other date as the National War Labor Board shall specify.

3. [3] Copies of all such rulings and of any accompanying opinions (together with such other material as the Wage Stabilization Division may require) shall, when issued, be filed with the National War Labor Board. Unanimous rulings may be issued when made. Rulings which are not unanimous may be issued when made, unless any member of the Regional War Labor Board voting with respect to the ruling desires that it be stayed, in which event such ruling may be issued only upon the expiration of 10 days after the date of its receipt in Washington (subject thereafter to the National War Labor Board's power of non-retroactive review on its own motion), unless (i) the ruling is earlier approved by the National War Labor Board or (ii) within the ten day period the National War Labor Board sets the case down for review, in which event the ruling will be stayed until the case is finally disposed of.

B. Directive Orders in Dispute Cases

1. [4] Regional War Labor Boards are authorized to issue directive orders in dispute cases in conformity with the policies of the National War Labor Board. Each such directive order shall bear the date of its actual issue and shall not become effective until the time within which a petition for review may be filed has elapsed provided that the National War Labor Board may, at any time, make such directive order immediately effective pending any further proceeding. If such a petition is filed, the whole order shall be suspended unless and until the National War Labor Board otherwise directs, or the parties otherwise agree. If no timely petition for review is filed and if the National War Labor Board does not review on its own motion, the order of the Regional War Labor Board shall, on the day following the last day for filing of a petition, stand confirmed as the order of the National War Labor Board and shall immediately be effective according to its terms.

2. Copies of all directive orders and of any accompanying opinions (together with such other material as the Wage Stabilization Division may require) shall, when issued, be filed with the National War Labor Board.

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[3] Paragraph 3 reads as amended May 24, 1943.

[4] Paragraph 1 reads as amended July 27, 1943.

3. Within fourteen days of the day of issuance of any directive order any party may file with the Board at Washington, D. C., an original and four copies of a petition (including a legal brief if he desires) setting forth objections to the directive order and seeking review thereof by the National War Labor Board. In such cases the burden will be on the petitioner to persuade the Board that (i) a novel question is involved of sufficient importance to warrant national action, or (ii) that the procedure resulting in the order was unfair to the petitioner, and has caused substantial hardship, or (iii) that the order exceeds the National War Labor Board's jurisdiction or contravenes established policies of the National War Labor Board.

4. The party filing the petition shall at the same time serve a copy thereof upon each other party and shall file a copy with the Regional War Labor Board. The Regional War Labor Board and the parties may within seven days after receipt of the copy of the petition, file an original and four copies of a reply or comment with the National War Labor Board and serve the same upon each other party. If the original petition relates only to a part of the order, the reply or comment may include a request to review other parts thereof. Upon proper cause shown, the National War Labor Board may extend the period within which parties may file petitions and replies or comments.

5. The National War Labor Board may on its own motion assume jurisdiction over any dispute case at any stage of the proceedings either before or after the final order of a Regional War Labor Board.

6. [5]The National War Labor Board will render its decision upon the record, including the comments and replies of the parties, and such further oral or written argument or proof as it may require or permit.

VIII. Regional War Labor Boards Subject to National War Labor Board Policies

Decisions, regulations, and policies which the National War Labor Board will continue to announce from time to time shall control the Regional War Labor Boards, Wage and Hour Offices, and staff in performing the duties and exercising the powers assigned to them herein.

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[5] Paragraph 6 reads as amended July 27, 1943.

RULES FOR THE CONDUCT OF HEARINGS UNDER THE WAR LABOR DISPUTES ACT

Section 7 (a) of the War Labor Disputes Act imposes upon the National War Labor Board, when a labor dispute has been certified to it by the United States Conciliation Service, or when the Board has taken jurisdiction on its own motion, the obligation "to summon both parties to such dispute before it and conduct a public hearing on the merits of the dispute . . . At such hearing both parties shall be given full notice and opportunity to be heard, but the failure of either party to appear shall not deprive the Board of jurisdiction to proceed to a hearing and order."

The purpose of these rules is to describe the manner in which hearings before the National Board, Regional Boards, Industry Commission, panels and hearing officers should be conducted.

A. Notice of Hearing.

1. Date. The parties should be given reasonable advance notice of the date of the hearing. This is provided for in Section II C of "Jurisdiction and procedure of Regional War Labor Boards" of April 15, 1943, which prescribes at least ten days' notice of a panel hearing. In an emergency situation this period may be reduced but only to the extent required by the exigencies of the situation.

2. Place. The parties should be given reasonable advance notice of the place of hearing.

3. Statement of Issues.

(a) The right to a hearing embraces not only the right to present evidence but also a reasonable opportunity to know the claims of the opposing party and to meet them. Adequate notice of the issues in a dispute before the National or a Regional Board or other authorized agency will normally have been acquired by the parties in the course of collective bargaining negotiations, or the mediation or conciliation proceedings which have preceded the hearing, and generally the parties as a result of such negotiations or proceedings will have obtained a better knowledge of the issues to be decided than the Board or agency will be able to obtain prior to the actual hearing.

(b) However, in all cases where it is possible to do so, the notice of the hearing should contain a concise statement of those issues of which the Board or agency, prior to the hearing, has been apprised. Such a notice will not preclude the raising at the hearing of issues not specified therein, provided that for good cause shown a request for adjournment may be granted where necessary to permit a party to meet any issue raised of which he has not had adequate prior notice.

B. The Hearing.

1.

(a) The Act provides that the Board shall conduct a "public hearing" on the merits of the dispute. The "public hearing" may be had at any stage of the proceeding--before the National Board, the Regional Board, Industry Commission, a panel or a hearing officer, provided that the person or persons conducting the "public hearing" shall include as part of the record made at the hearing, all documents, statements, exhibits, briefs, and stenographic record, if any, for consideration by the National Board or any of its agents duly authorized to render a decision in the case.

(b) The requirement that the hearing be "public" means that the parties must be given the right to attend with such persons as they desire and that the hearing shall be open to any person who wishes to attend including representatives of the press. The panel, hearing officer, Board or agency, as the case may be, shall have authority to make whatever reasonable regulations are necessary for the conduct of an orderly public hearing. The panel chairman, hearing officer, Board or agency may, with the consent of the parties, exclude persons other than the parties at any time when, in his or its own discretion, the expeditious settlement of the dispute so requires.

2. Members of the panel, or the hearing officer may, on their own initiative, call witnesses and introduce documentary or other evidence, and may participate in the examination of witnesses for the purposes of expediting the hearing or eliciting material facts.

3. The interested parties or their representatives must be given reasonable opportunity (a) to be present in person at every stage of the hearing (b) to be adequately represented; (c) to present orally or otherwise any material evidence relevant to the issues; (d) to ask questions of the opposing party or a witness relating to evidence offered or statements made by that party or witness at the hearing, unless it is clear that such questions have no material bearing on the credibility of that party or witness or on the issues in the case; (e) to know and rebut any evidence, oral, documentary or otherwise; (f) to present to the person or persons conducting the hearing oral or written argument on the issues.

4. The witnesses at a hearing need not be sworn. Penalties are provided under federal law (18 USCA Sec. 80) for any false statements, sworn or unsworn, which may be knowingly and wilfully made by such witnesses.

5. Subpoenas. Parties to a dispute have the right to request the issuance of a subpoena for the purpose of obtaining and presenting material and relevant evidence. The request should be accompanied by a written statement indicating the materiality of the evidence and the party's inability to secure it without a subpoena. The request for a subpoena, together with a recommendation as to its issuance, should be transmitted by the panel, hearing officer or Regional Board to the Regional Attorney for transmission to the Chairman of the National War Labor Board. Requests for subpoenas by parties to a case before the industry commissions or panels of the National War Labor Board which report directly thereto, together with recommendations as to the issuance of the subpoenas requested, should be transmitted by the chairman of the commission or panel to the General Council of the National Board for submission to the Chairman thereof.

In making the recommendation it should be borne in mind that the parties are entitled to a full and fair opportunity to present relevant and material evidence.

6. The hearings may be conducted informally. It is not required that the receipt of evidence at the hearing be governed by the strict common law or statutory rules of evidence. However, the parties should be discouraged from encumbering the record with evidence which is not material or relevant to the issues or is otherwise of little probative value.

7. The report of the panel or hearing officer should contain a complete statement for the information of the Board showing clearly and concisely the contentions of the parties and the judgment of such panel or officer as to the facts in the case, together with appropriate recommendations. An opportunity to file briefs and comments with respect to the report and recommendations must be given to the parties in accordance with Section II D of "Jurisdiction and Procedure of Regional War Labor Boards" of April 15, 1943 as amended.

NATIONAL WAR LABOR BOARD

OFFICE OF PUBLIC INFORMATION

Correction Sheet: (Jurisdiction And Procedure of Regional War Labor Boards)

Section IV - A, Paragraph 1. should read as follows:

An employer or a union (or an employee or a group of employees not represented by a union with respect to an adjustment) directly concerned in a proposed wage or salary adjustment, may ask the nearest officer of the Wage and Hour and Public Contracts Divisions of the U. S. Department of Labor in the region (hereinafter referred to as the Wage and Hour office) for a ruling as to whether the proposed adjustment may be made without Board approval. The Wage and Hour Office, as agent of the National War Labor Board, shall then issue a written ruling, and send copies of it to the person or persons who made the inquiry and to the appropriate Regional Attorney.

WAGES + HOURS DECISIONS - 1944

REPRODUCED AT THE NATIONAL ARCHIVES

REPRODUCED AT THE NATIONAL ARCHIVES

NATIONAL WAR LABOR BOARD

Washington, D. C.

SUMMARY OF BOARD ACTIONS

October 1 - December 31, 1944

June 1, 1945

6581
6-2-45

REPRODUCED AT THE NATIONAL ARCHIVES

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STATISTICAL SUMMARY OF ACTIVITY OCTOBER 1--DECEMBER 31, 1944

This report summarizes the activity of the National War Labor Board and its agencies on voluntary applications for wage or salary adjustments and dispute cases certified by the Secretary of Labor for the three-month period October 1--December 31, 1944. Beginning with this report, quarterly summaries of Board Actions in voluntary and dispute cases will be issued. Monthly reports of Board Action have been discontinued.

A. Regional Office Activity on Voluntary Applications for Wage or Salary Adjustments

1. Number received and decided during the quarter

During the three-month period October--December 29, 1944, a total of 40,836 new applications for approval of voluntary wage or salary adjustments were filed in the Regional Offices of the National War Labor Board. During this period the Regional Offices processed 43,815 applications, bringing the backlog of cases awaiting action down to 10,659, a reduction of 22 percent from the backlog of 13,638 cases at the end of the previous quarter. This backlog of unprocessed applications represents a workload of slightly more than three weeks in terms of the current rate at which cases are being decided.

Of the 43,815 voluntary cases closed in the Regions during the quarter, only 42,880 involved adjustments actually requiring Board approval. The remaining cases were referred to other jurisdictions or agencies of the Board, withdrawn by the applicant, or returned to him because Board approval was not required. The statistical tables for the months of October, November and December include data for a total of 42,723 cases requiring Board approval. These cases represent for the most part decisions rendered during the quarter as well as a small number of applications decided earlier on which information was received too late to be tabulated in previous reports.

2. ~~Description-of-applicants~~ for wage or salary distribution

REGIONAL DISTRIBUTION - Of the 42,723 cases tabulated for the quarter, the number of workers affected by the proposed adjustments was stated in 39,890 cases or 93 percent. A distribution of these cases by National War Labor Board Regions is shown below:

Region	Percent Distribution		Number	
	Cases	Employees Affected	Cases	Emp. Affected
1 Boston, Mass.	9.9	10.7	3,956	222,983
2 New York, N.Y.	18.0	18.5	7,179	384,347
3 Philadelphia, Pa.	10.7	15.1	4,287	312,471
4 Atlanta, Ga.	18.0	8.2	3,183	170,972
5 Cleveland, Ohio	8.9	10.0	3,578	207,925
6 Chicago, Ill.	16.0	14.5	6,397	301,394
7 Kansas City, Mo.	6.3	5.2	2,506	107,544
8 Dallas, Texas	5.7	3.1	2,258	63,752
9 Denver, Colorado	2.2	1.4	865	28,470
10 San Francisco, California	6.1	5.6	2,426	115,644
11 Detroit, Mich.	5.6	6.2	2,232	128,522
12 Seattle, Wash.	2.1	1.3	827	26,745
Hawaii	.5	.2	196	4,184
Total	100.0	100.0	39,890	2,074,953

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More than one-third of the cases were decided by the Regional Boards in the New England and Middle Atlantic areas. An additional 28 percent of the cases were from the Chicago, Detroit and Cleveland areas. Less than 10 percent of these applications were from the West Coast.

TYPE OF APPLICANT--Following the trend observed in previous months, about three-fourths of the cases (71 percent) were voluntary applications by employers, while the remaining 29 percent were filed jointly by employer and union. The union applications which generally come from larger establishments affected more than half (54 percent) of the employees.

Type of Applicant	% of Total Cases	% of Employees Affected	Average No. Employed in Estab.	Average No. Affected by Adjustment
Employer alone	70.7	45.6	340	34
Joint employer-union	29.3	54.4	888	96
Total	100.0	100.0	502	52

FEDERAL CONTRACTS--Thirty-two percent of the applications, including 53 percent of all the workers affected by the adjustments in these decisions, were from firms holding federal contracts or subcontracts. However, only a very small percentage (1 percent) of these establishments were working under cost-plus federal contracts where approved wage or salary adjustments would result directly in increased costs to the government.

3. Action taken on applications

Adjustments were denied entirely in a relatively small proportion of the cases (16 percent). In a considerable number of cases, however, (38 percent) the adjustments were not approved as proposed but were approved in lesser amounts or for fewer workers than requested.

Type of Applicant	Approved in Full		Approved in Part		Denied	
	% of Cases	% of Workers Affected	% of Cases	% of Workers Affected	% of Cases	% of Workers Affected
Employer alone	44.0	48.2	39.9	35.9	16.1	15.9
Joint employer-union	51.0	52.9	33.0	34.1	16.0	13.0
Total	46.1	50.7	37.9	34.9	16.0	14.4

In terms of denials of requested adjustments in wages or salaries, there was little difference in the treatement accorded applications involving unions and those not involving unions. A large percentage of the joint applications from employer and union were approved in full than applications from employer alone, but the latter were more frequently approved in modified form than the former.

Most of the cases decided involved the application of brackets to correct interplant inequities. This principle was the determination factor in the decision in 58 percent of all cases decided, and was the basis for approval in 58 percent of the cases where an adjustment in wage or salaries was authorized. Only two percent of the cases were decided on the basis of the Little Steel Formula (maladjustments). Six percent of the applicants requested increases in wage or salary rates to correct substandards of living. It should be noted that most of these requests antedated the revision of General Order No. 30 issued by the National War Labor Board on November 11, 1944, permitting employers to increase wage or salary rates up to 50 cents an hour without application to the Board.

The group of cases decided for "other" reasons represents for the most part "fringe" issues such as vacation or incentive plans, shift differentials, or premium pay for overtime. Cases involving the introduction or modification of automatic progression schedules, or setting of rates for new jobs are also included in this group.

Adjustments requested to correct substandards were approved more frequently than other types of adjustments. The largest proportion of denials is found in the group decided on the basis of "other" reasons.

Chief basis for Adjustment	% of total cases with specified basis for adjustment	% of cases with specified basis approved
Gross inequity	57.8	84.4
Other	25.2	77.3
Intraplant	8.2	89.1
Substandard	6.3	98.6
Maladjustment	2.4	86.3
Rare & unusual	.1	*
Total	100.0	84.0

4. Nature of adjustments in these applications

An increasing proportion of the voluntary cases coming before the Regional Offices of the War Labor Board involve adjustments not affecting basic wage rates. These issues which usually affect a realtively large proportion of the workers in a plant include introduction or modification of incentive system, plans for paid vacations, differentials for workers on second or third shifts, premium pay for overtime, payment of year-end, military service, or severance bonuses, and a miscellaneous group of adjustments such as sick leave plans, payment for holidays not worked, and awards for employee suggestions.

Of the 42,723 decisions tabulated for the three month period, October-December, 1944, 8,435 or 20 percent involved only "fringe" issues while an additional 3,092 or 7 percent involved such issues in combination with adjustments involving changes in base rates. As the table below indicates, the adjustments not affecting basic wage rates are more often requested

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* Too few cases to warrant computation of percentage.

in applications filed jointly by employer and union than in applications filed by employer alone. Thirty-eight percent of the joint employer-union applications proposed adjustments of the non-wage-rate type, compared with 22 percent of the applications in which no union was involved. The union applications are also more likely to involve a combination of several issues than the non-union ones.

Type of Applicant	Total Cases	Number: Involv. only w. rate issues	Number: Involv. only n.w.rate issues	Number: Involv. both w. rate & n.w.rate issues	Total Cases	Percent: Involv. only w.rate issues	Percent: Involv. only n.w.rate issues	Percent: Involv. both w. rate & nw.rate issues
Employer alone	30070	23349	5264	1457	100.0	77.6	17.6	4.8
Joint Emp.union	12653	7847	3171	1835	100.0	62.0	25.1	12.9
Total	42723	31196	8435	3092	100.0	73.0	19.8	7.2

The approval of a vacation plan was the non-wage-rate adjustment most frequently sought. This adjustment was an issue in 16 percent of the union cases and three percent of the non-union cases and was approved in full or in part in 98 percent of the applications requesting it. A year-end or non-recurring bonus was the issue next in order of frequency, but unlike other "fringe" adjustments, this was requested more often by employers alone than by employer and union.

Chief Type of Non-Wage-Rate Adjustment	No. with specified Type of Adjusment: All Cases	Emp. Alone	Joint Emp. Union	% with Specified Type of Adjustment: All Cases	Emp. Alone	Joint Emp. Union	% with Specified Type of Adj. Approved
Adjustments involving no change in basic wage rates	11527	6721	4806	27.0	22.4	38.0	78.4
Incentive plan	1897	953	944	4.5	3.2	7.5	83.3
Vacation plan	2985	957	2028	7.0	3.2	16.0	97.7
Shift differential	533	262	271	1.2	.8	2.1	92.7
Overtime premium pay	945	503	442	2.2	1.7	3.5	91.1
Non-recurring bonus	2868	2602	266	6.7	8.7	2.1	46.0
Other	2299	1444	855	5.4	4.8	6.8	81.9
No non-wage rate issues involved	31196	23349	7847	73.0	77.6	62.0	86.4
Total	42723	30070	12653	100.0	100.0	100.0	84.3

5. Adjustments in Cases Involving immediate increase in base rates AMOUNT OF ADJUSTMENT APPROVED - Only 61 percent of the total number of voluntary applications decided requested approval of an immediate increase in base rates.

Of the 26,037 applications in which an immediate increase was one of the adjustments involved, the number of workers to receive the increased wage or salary rate was indicated in 24,359. These cases included an aggregate of 667,029 employees affected.

Adjustments were approved in full or modified form in 84 percent of these cases for a total of about 533,670 workers. The average hourly increase awarded to those employees was 5.8 cents or 8.6 percent of their straight-time hourly earnings which averaged 67 cents at the time of application. This estimate is derived from a study of 82 percent of the 20,580 cases with an immediate increase approved tabulated in this report where the amount of the increase authorized, the number of employees to receive it, and their straight-time average hourly earnings before the increase were stated.

BASIS FOR ADJUSTMENT - The figures below indicate the basis on which the immediate increases proposed were approved or denied. Most of these cases (76%) were adjustments to correct interplant inequities. Ten percent involved increases to correct substandards, and an additional ten percent sought to eliminate intraplant differentials. Only a negligible number involved the application of the Little Steel Formula or other principles of the wage stabilization program.

Chief Basis for Adjustment	% of cases with spec. basis for adjustment	% of cases with spec. basis for adj. approved	Increases Authorized in Approved Cases: Av. st. time earn. before increase (cts. pr. hr.)	Average Increase cts./hr.	% inc. in str.-time av. hourly earnings
Maladjustment	3.9	86.9	94	4.7	5.0
Substandard	9.6	98.6	50	5.2	10.4
Interplant ineq.	75.5	82.8	71	6.2	8.7
Intraplant diff.	10.1	87.3	81	5.7	7.0
Rare and unusual	.1	*	61	6.2	10.2
Other	.8	27.9	78	4.0	5.1
All cases inv. immediate inc.	100.0	84.4	67	5.8	8.6

AVERAGE HOURLY EARNINGS OF EMPLOYEES AFFECTED - The workers for whom an immediate increase was requested in these applications were predominantly in the lower-paid occupations. Ten percent of them were earning less than 50 cents an hour, while only nine percent were earning $1.00 or more.

The figures also indicate a tendency on the part of the Regional Boards to grant increases to workers already in the higher wage brackets less often than to those in the lower wage groups. Although 98 percent of the requested increases for employees earning no more than 50 cents an hour were approved, increases were approved in only 71 percent of the cases where straight-time rates averaged $1.00 an hour or more.

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* Too few cases to warrant computation of percentage.

Straight time average hrly. earnings (dollars per hr.)	Cases Involving Immediate Increase			
	% of Cases	% of Workers Affected	Percent of Cases with inc. approved	Percent of Cases with increase denied
Less than .40	1.3	1.6	95.8	4.2
.40.40 .49	8.5	8.7	98.8	1.2
.50 - .64	20.5	20.7	93.0	7.0
.65 - .79	19.5	15.4	86.4	13.6
.80 - .99	18.9	13.6	79.4	20.6
1.00 -1.24	11.1	6.5	73.6	26.4
1.25 and over	5.9	2.2	65.9	34.1
Not Stated	14.3	31.3	82.9	17.1
Total	100.0	100.0	84.5	15.5

6. Industry classification

The distribution by industry group of the voluntary applications decided during the quarter was similar to that observed in previous reports. Fifty-nine percent of the cases were from manufacturing industries. In those cases where an immediate increase was involved, the employees from manufacturing establishments received an increase on the average of 5.4 cents an hour, while the employees in non-manufacturing establishments averaged an hourly increase of 6.5 cents.

				Cases with Immediate Increase Approved			
Industry Classification	% of Cases	% of Employees Affected	% Involv. Immediate Increase	% Of Cases	St.time Av.hrly. earn. be-fore inc.	Average Inc. cts/hr.	% inc.in st.time av.hrly. earnings
Manufacturing	59.2	72.5	57.1	54.6	72	5.4	7.5
Non-manufacturing	40.8	27.5	66.8	45.4	63	6.5	10.3
Total	100.0	100.0	61.1	100.0	67	5.8	8.6

7. Price Relief

In general, adjustments in wages or salaries authorized by the Regional Offices of the War Labor Board had little effect upon price ceilings. Less than one percent of the approved applications indicated that approval of the requested adjustment would occasion a request for an increase in price ceiling of commodities or services or an increase in cost to the government where the applicant held a federal contract, Moreover, not all of the requests for price relief are approved by the Office of Price Administration.

B. Activity of Industry Commissions and National Office of National War Labor Board on Voluntary Applications for Wage or Salary Adjustments

1. Number received and decided during the quarter

During the three-month period October - December 29, 1944, the Industry Commissions of the National Board (exclusive of the Wage Adjustment Board, Trucking Commission, and the War Shipping Panel, for which detailed information is not available) received a total of 1,302 applications for approval of wage or salary adjustments. During this same period these Commissions disposed of 1,408 applications, bringing the backlog down to 204 at the end of the quarter. This figure, which amounts to a workload of less than two weeks at the current rate of processing cases, represents a 34 percent reduction from the backlog of 310 cases existing at the end of the last quarter.

Of the 1,408 cases closed by the Industry Commissions only 1,375 actually required Board approval. The remaining cases were referred to other jurisdiction withdrawn, or returned to the applicants because Board approval was not required.

During the quarter the National Office of the Board received for processing a total of 163 new applications for voluntary wage or salary adjustments and disposed of 168, of which 143 were rulings on applications actually requiring Board approval.

Statistical tables for the months of October, November and December include data for 1,466 of the 1,518 requiring approval by Industry Commissions and the National Office during this period. These cases represent almost all of the applications decided during the quarter plus a small number of cases decided earlier on which information was received too late to be tabulated in previous reports.

2. Description of applicants for wage or salary distribution

Of the 1,466 cases tabulated for this quarter, the number of workers affected was stated in 1,386 cases or 95 percent. The adjustments in these cases affected a total of 123,265 employees.

A distribution of these cases by Industry Commission and National Office is shown below. Almost half of the cases decided by Industry Commissions and the National Office which were tabulated for the quarter represented rulings issued by the Newspaper Printing and Publishing Commission. The National Office handled only 10 percent of the cases, yet these cases included about half of the employees affected.

Commission	Percent Distribution Cases	Percent Distribution Employees Affected	Number of Cases	Number of Employees Affected
Newspaper	44.5	13.6	618	16,769
West Coast Lumber	28.4	5.4	393	6,654
Detroit Tool and Die	7.9	2.1	110	2,648
Non-Ferrous Metal	4.3	4.9	59	6,092
Shipbuilding*	4.3	14.1	59	17,359
Airframe *	.3	12.3	4	15,153
National Board	10.3	47.6	143	58,590
Total	100.0	100.0	1,386	123,265

* Includes only cases decided in October 1944.

TYPE OF APPLICANT - In contrast to the cases decided by Regional Boards, a somewhat larger proportion of the Commission and National Board cases were filed jointly by employer and union (52%) than by employer alone (48%). As in the Regional cases more employees were affected by joint union-employer applications (60%) than by applications from employers alone (40%).

Type of Applicant	Percent of Cases	Number of Cases	Percent of Employees	Number of Employees Affected
Employer alone	48.0	665	40.0	49,339
Joint Employer and Union	52.0	721	60.0	73,926
Total	100.0	1,386	100.0	123,265

FEDERAL CONTRACT---24 percent of the applications including 42 percent of the workers for whom wage adjustments were requested were from firms holding federal contracts. Four percent of the companies holding federal contracts had cost-plus contracts, while the remainder of the companies held lump sum contracts. In establishments holding cost-plus contracts, the cost of any authorized wage or salary adjustments would be borne by the government.

3. Action taken on applications

Relatively few of these Commission and National Board cases (13%) were denied in full. However, in 31 percent of the cases adjustments proposed were approved for fewer persons or in lesser amounts than requested.

	Approved in Full		Approved in Part		Denied	
Type of Applicant	Percent of Cases	Percent of Emp. Affected	Percent of Cases	Percent of Emp. Affected	Percent of Cases	Percent of Emp. Affected
Employer alone	49.9	64.6	36.0	28.9	14.1	6.5
Joint Employer and Union	60.7	49.8	26.5	44.0	12.8	6.2
Total	55.6	55.7	31.0	38.0	13.4	6.3

In terms of denials of requested adjustments in wage or salary there was little difference in treatment of applications involving unions and those not involving unions. A larger percentage of joint applications was approved in full but a smaller percentage of them was approved in part.

About one-third (33%) of all cases decided involved the application of brackets to correct interplant inequities. Sixteen percent of the cases were decided on the basis of maladjustments, a percentage much larger than that observed in regional cases. It is of interest that all but ten of the 220 maladjustment cases were decided by the Newspaper Commission.

Only three percent of the applicants requested increases in wage or salary rates to correct substandards. Most of these requests moreover were filed before the revision of General Order 30 on November 11, 1944. The group of cases decided for "Other" reasons (33%) represents for the most part "Fringe issues" such as vacations, shift differentials, incentive plans or cases involving introduction or modification of progression plans. Promotion or merit increase plan and setting of rates for jobs in new departments or plants are also included in this group.

Adjustments requested to correct substandards were approved more frequently than other types of adjusment. The largest proportion of denials is found in the group decided on the basis of "Other" reasons.

Chief Basis for Adjustment	Percent of Total Cases Decided with Specified Basis for Action	Percent of Cases with Specified Basis Approved
Other Reasons	33.5	82.1
Gross inequity	32.8	83.5
Maladjustment	15.9	93.6
Intraplant diff.	15.0	93.3
Substandard	2.8	100.0
Total	100.0	86.6

4. Nature of adjustments in these applications

An increasing proportion of voluntary cases coming before the Board involve adjustments not affecting basic wage rates such as incentive plans, vacation plans, shift differentials, overtime premium pay, payment of one-time or non-recurring bonus, and other issues not tabulated separately, such as sick leave, etc. Of the 1,466 decisions tabulated for the quarter 295 or 20 percent involved only "fringe" issues while an additional 129 or nine percent involved such issues together with adjustments involving changes in basic wage rates. Fringe issues are more often requested in joint employer-union applications than in applications filed by employer alone.

Thirty-five percent of the joint employer-union applications proposed adjustments of the non-wage rate type compared with only 22 percent of the applications in which no union was involved. The union applications are also more likely to involve a combination of several issues than the non-union ones.

	Number				Percent			
Type of Applicant	Total Cases	Involv. only w.rate issues	Involv. only n.w.rate issues	Involv. both w. rate & n.w.rate issues	Total Cases	Involv. only w.rate issues	Involv. only n.w.rate issues	Involv. both w. rate & n.w.rate issues
Employer alone	703	546	108	49	100.0	77.6	15.4	7.0
Joint employer- and union	763	496	187	80	100.0	65.0	24.5	10.5
Total	1,466	1,042	295	129	100.0	71.1	20.1	8.8

The approval of a vacation plan was the non-wage-rate adjustments most frequently sought. It was the adjustment sought in 18 percent of the union cases and five percent of the non-union cases and was approved in full or in part in 94 percent of the applications.

Chief Type of Non-Wage-Rate Adjustment	No. with Specified Type of Adjustment			Percent with Specified Type of Adjustment			Percent with specified Type of Adj. Approved
	All Cases	Emp. Alone	Joint Emp. Union	All Cases	Emp. Alone	Joint Emp. Union	
Adjustments involving no change in basic wage rates	424	157	267	28.9	22.3	35.0	86.8
Incentive plan	90	45	45	6.1	6.4	5.9	80.0
Vacation plan	170	36	134	11.6	5.1	17.6	94.1
Shift differential	27	10	17	1.8	1.4	2.2	100.0
Overtime premium pay	13	7	6	.9	1.0	.8	92.3
Non-recurring bonus	32	22	10	2.2	3.1	1.3	50.0
Other	92	37	55	6.3	5.3	7.2	88.0
No non-wage rate issues involved	1,042	546	496	71.1	77.7	65.0	86.6
Total	1,466	703	763	100.0	100.0	100.0	86.6

5. Adjustment in cases involving immediate increase in base rates

AMOUNT OF ADJUSTMENT APPROVED--Sixty percent of the total number of voluntary applications decided requested approval of an immediate increase in base rates. Of the 873 cases in which an immediate increase was one of the adjustments, 392 represented applications by employer alone and 481 by employer and union.

Adjustments were approved in full or in part in 85 percent of the Commission cases requesting immediate increases for a total of 13,463 workers. The average hourly increase awarded to these employees was 6.7 cents or 6.3. percent of their straight time average hourly earnings of $1.06 at the time of the application. This estimate is derived from 610 or 96 percent of the 636 cases with approved immediate increase tabulated in this report where the amount of the increase authorized, the number of employees to receive it, and their straight time average hourly earnings before the increase were stated.

BASIS FOR ADJUSTMENT-- The following chart indicates the basis on which the immediate increases proposed were approved or denied. Almost half of the cases were decided on the basis of brackets. 28 percent of the cases were decided on the basis of maladjustments compared with only four percent of the cases decided by the Regional Offices. Adjustments to correct substandards accounted for only three percent of the decisions.

Chief Basic for Adjustment	Percent of cases with spec. basis for adjustment	Percent of cases with spec. basis for adj.approved	Increase Authorized in Approved Cases: Av.st.time earn.Before increase (cts.pr.hr.)	Average Increase cts/hr.	% inc.in st.-time av. hourly earnings
Maladjustment	27.5	93.7	1.26	5.8	4.6
Substandard	3.1	100.0	.67	5.7	8.5
Gross inequity	46.0	81.8	.89	8.5	9.5
Intraplant diff.	17.7	91.0	1.01	7.6	7.5
Other	5.7	34.9	1.14	11.3	9.9
Total	100.0	84.6	1.06	6.7	6.3

AVERAGE HOURLY EARNINGS OF EMPLOYEES AFFECTED--In contrast to the Regional Board cases, a considerable proporation of the employees in the Commission cases were an immediate increase was requested were in the upper wage brackets. Only two percent of the workers affected were earning less than 50 cents per hour, while about 54 percent were earning $1.00 or more per hour.

Straight time average hourly earnings (dollars per hr.)	Cases Involving Immediate Increase: Percent of Cases	Percent of Workers Affected	Percent of Cases with Inc. Approved	Percent of Cases with Inc. Denied
Less than .50	2.4	.8	100.0	-
.50 - .64	8.9	7.5	98.5	1.5
.65 - .79	10.2	10.1	93.5	6.5
.80 - .99	18.4	22.0	86.2	13.8
1.00 -1.24	26.1	19.2	84.2	15.8
1.25 and over	27.4	30.8	83.0	17.0
Not Stated	6.6	9.6	50.0	50.0
Total	100.0	100.0	84.6	15.4

The figures also indicate that the higher the wage rates the more frequently cases were denied. None of the cases where earnings were less than 50 cents an hour were denied, but over 16 percent of those cases where earnings were a dollar and over were denied. The actions of the individual Commissions during the quarter on applications for immediate increases are summarized below. Figures for the Shipbuilding Commission and Airframe Panel were available for the month of October only.

			Approved Cases					
						Increase Granted		
	Total Cases							
Industry Commission	No. of Cases	No. Emp. to rec. inc.	Percent of Cases Approved	No. of Cases App.	No. of Emp. to rec. inc.	St.time av.hrly. earn.before inc. ($ per hr.)	Av. Inc. (cts. pr. hr.)	% inc. in av. st.time hrly. earn.
Newspaper	514	11488	95.7	492	11135	1.07	6.3	5.9
West Coast Lumber	174	1096	58.0	101	564	1.06	7.5	7.1
Detroit Tool & Die	25	60	32.0	8	28	1.45	9.6	6.6
Non-Ferrous Metals	20	1229	90.0	18	603	.83	14.8	17.8
Shipbuilding	18	685	88.9	16	682	1.25	6.4	5.1
Airframe	1	451	-	1	451	.96	5.0	5.2
Total applications involving immediate increase	752	15009	84.6	636	13463	1.06	6.7	6.3

6. Price relief

As in the regional cases, applicants in less than one percent of the cases decided by Industry Commissions and National Board indicated that price relief would be sought in the event of Board approval.

C. National War Labor Board Acitvity on Dispute Cases

1. Number of Disputes Certified and Disposed of During the Quarter

During the three-month period October-December 1944, a total of 1,961 new disputes were received for settlement by the National War Labor Board. The major proportion of these cases (1,585 or 80 percent) were assigned to the Regional War Labor Boards. Two hundred and ninety cases, or 15 percent went to the Industry Commissions of the Board for decision, and only 86 or 5 percent were retained in Washington for disposition by the National Board itself. During the same period the War Labor Board closed a total of 2,075 disputes. 1,686 of these cases were disposed of by the Regional Boards, 124 by the National Board, and 265 by the Industry Commissions. Only 1,539 of these 2,075 dispositions represent actual directive orders issued by the Board and its agencies. The remaining 536 disputes closed were withdrawn by the parties, returned by the Board for further negotiation, referred to other jurisdictions or closed in some other way.

The backlog of disputes awaiting action by the National War Labor Board dropped from 3,125 at the beginning of the quarter to 3,011 at the end of the quarter. In terms of the current rate at which cases are being processed this backlog represents a workload of 18 weeks.

Of the 1,539 directive orders issued, a total of 1,384 (or 90 percent) were available for tabulation. The cases tabulated represent substantially all the directive orders issued by the Regional Boards and the National Board and several of the Industry Commissions, namely, the non-Ferrous Metals Commission, the West Coast Lumber Commission, the Detroit Tool and Die Commission and the Newspaper Printing and Publishing Commission. More than half of the disputes decided by the Trucking Commission are included.

No information was available on the 61 directive orders issued by the Shipbuilding Commission, the Wage Adjustment Board, the Airframe Panel and the War Shipping Panel.

2. Characteristics of Disputes Decided

In 24 of the cases tabluated, the number of employees affected by the dispute was not stated, and in 65 of the cases the directive order merely referred the issues back to the parties for further negotiation or arbitration. It is from the remaining 1,295 cases involving a total of 572,235 employees that most of the statistics presented below are derived

Though almost all of the cases involved wage issues, non-wage issues were frequently a factor in these disputes. Only 221 (17 percent) of these disputes involved non-wage issues only, but these cases affected a total of almost 130,000 employees or 23 percent. A considerably larger number, 550 or 43 percent of the cases, included non-wage issues in addition to wage issues.

Nature of Issues	Cases		Employees Involved	
	Number	Percent	Number	Percent
All cases involving wage issues	1,074	82.9	442,269	77.3
Wage issues only	524	40.4	*	*
Wage issues and non-wage issues	550	42.5	*	*
Non-wage issues only	221	17.1	129,966	22.7
Total	1,295	100.0	572,235	100.0

* not available

The figures below indicate the general nature of the issues in the 771 cases involving non-wage issues. Frequently cases involved more than one issue. The various forms of union security were an issue in the major proportion of these non-wage disputes, with maintenance of membership and the check-off of union dues the form of security most frequently sought. The retroactivity of a wage adjustment was next in order of frequency--occurring in 212 cases. Hours and holidays were an issue in 171 disputes, and seniority in 123.

Non-wage Issues	No. of Cases in which Issue Occurred	Percent of Cases in which Issues Occurred
Union Security		
Maintenance of membership	278	36.1
Check-off	204	26.5
Union shop	31	4.0
Union recognition	25	3.2
Preferential hiring	8	1.0

Non-Wage Issues	No. of Cases in which Issue Occurred	Percent of Cases in which Issues Occurred
Retroactivity of wage adjustment	212	27.5
Hours and holidays	171	22.2
Seniority	123	16.0
Duration of contract	85	11.0
Grievances	80	10.4
Grievance machinery	77	10.0
Working conditions	61	7.9
Other	228	30.1
Total cases involving non-wage issues *	771	100.0

* Note: Since a dispute frequently involves more than one issue, the total number of issues is greater than the number of cases.

3. Action Taken on Disputes Involving Wage Issues

As already noted, 83 percent of the disputes with a total of more than 440,000 employees affected involved one or more wage issues alone or in combination with non-wage issues. These cases are discussed in greater detail below.

A wage adjustment of some sort was ordered in 83 percent of these wage disputes for a total of 345,000 employees affected. In a considerable number of cases the adjustment ordered was less than the union demand.

Nature of Board Action	Cases		Employees	
	Number	Percent	Number	Percent
Wage adjustment ordered	891	83.0	345,348	78.1
Wage adjustment denied	183	17.0	96,921	21.9
All cases involving wage issues	1,074	100.0	442,269	100.0

Almost half (47 percent) of the wage adjustments ordered were approved on the basis of gross (interplant) inequities. In 12 percent of the cases the adjustments were authorized to correct intraplant differentials. Relatively few adjustments (16 percent) were granted on the basis of the Little Steel formula and about the same number (7 percent) were approved to correct substandards of living. It should be pointed out here also that most of these disputes decided were certified before the change in the Board's substandard policy permitting increases in wage or salary rates up to 50 cents an hour without Board approval.

A large number of the adjustments (250 cases or 28 percent) were approved for "other" reasons. These cases for the most part represented "non-wage-rate" issues such as vacation plans, differentials for workers on second and third shifts, payment for overtime, and a group of miscellaneous adjustments relating to sick leave, holiday pay, payment for time lost through no fault of the employee and the like. Such adjustments do not change the basic wage rate for a given job, though they do affect the individual employee's earnings. Changes in rates resulting from changes in job content as well as the setting of automatic progression schedules are also included in this group.

4. Nature of the Wage Adjustments Ordered

The so-called "fringe" adjustments or adjustments not affecting basic wage rates, such as those mentioned immediately above, are more important in terms of frequency of occurrence in disputes than in voluntary applications.

Almost two-thirds of the disputes (64 percent) where a wage adjustment was ordered involved one or more non-wage-rate adjustments. Of the 891 disputes with wage adjustment ordered tabulated for the three-month period October-December, 324 or 36 percent involved only "fringe" issues, and an additional 246 or 28 percent involved "fringe" issues in combination with adjustments involving changes in basic rates.

Description of wage adjustment ordered	Percent of Cases	Percent of Employees Affected	Number of Cases	Number of Employees Affected
Change in basic rates only	36.0	32.3	321	111,755
Adjustments involving no change in basic wage rates	27.6	39.5	246	136,329
Adjustments involving change in basic rates and adjustments involving no change in basic wage rates	36.4	28.2	324	97,264
All cases with wage adjustment ordered	100.0	100.0	891	345,348

Of the non-wage-rate adjustments ordered, the introduction or modification of a vacation plan was the one most frequently an issue. Forty-three percent of the disputes in which a non-wage rate adjustment was ordered involved vacation plans.

Chief type of non-wage-rate adjustment ordered	Number of Cases	Percent of Cases
Adjustments involving no change in basic wage rates	570	64.0
Vacation plan	387	43.4
Shift differential	52	5.8
Overtime premium pay	47	5.3
Incentive plan	26	2.9
Non-recurring bonus	5	.6
Other	53	6.0
No non-wage rate issues involved	321	36.0
All cases with wage adjustment ordered	891	100.0

As the table indicated, in 645 or 72 percent of the disputes where a wage adjustment was ordered a change in basic wage rates was involved. Most of these wage-rate adjustments (586 or 91 percent) represented immediate increases in wage rates for the classifications involved.

5. Amount of Increase Approved.

Of the 586 wage disputes in which an immediate increase was approved, information on both the number of employees affected and the average hourly increase granted was available in 410 cases. In these cases the average increase awarded to a total of more than 103,000 employees was 4.9 cents per hour straight time. Most of these increases were ordered to eliminate interplant inequities.

Chief Basis for Adjustment	Cases with Immediate Increase Granted		
	No. of Cases	No. of employees affected	Av. hourly increase cents/hour
Maladjustment	45	9,682	3.5
Substandards	41	16,273	4.2
Gross (interplant) inequities	253	58,655	5.2
Intraplant differentials	67	18,247	5.4
Other reasons	4	400	4.8
Total cases with amount of increase stated	410	103,257	4.9

6. Industry Classification

Seventy-two percent of all the disputes decided during the quarter arose in establishments primarily engaged in manufacturing. These disputes affected a total of 470,000 employees. Seventy-percent of the disputes involving wage issues were from manufacturing enterprises, but

82 percent, of the disputes involving only non-wage issues were from manufacturing enterprises.

Industry Classification	Total Cases		Cases involving wage issues		Cases not involving wage issues	
	Number	Percent	Number	Percent	Number	Percent
Manufacturing	934	72.1	752	70.0	182	82.4
Non-manufacturing	361	27.9	322	30.0	39	17.6
Total disputes	1295	100.0	1074	100.0	221	100.0

Wage adjustments were ordered for a total of 272,000 employees in 82 percent of the wage disputes in manufacturing establishments and in 84 percent of the cases involving non-manufacturing establishments for a total of 73,000 workers.

Industry Classification	Total		Disputes Involving Wage Issues			
			Adjustment Ordered		Adjustment Denied	
	Percent of Cases	Percent of Employees Affected	Percent of Cases with adjustment ordered	Percent of Emp. with adjustment ordered	Percent of cases with adjustment denied	Percent of Emp. with adjustment denied
Manufacturing	72.1	78.7	82.4	78.2	17.6	21.8
Non-manufacturing	27.9	21.3	84.2	77.7	15.8	22.3
Total	100.0	100.0	83.0	78.1	17.0	21.9

7. Price Relief Status

It is not possible without additional data to determine accurately the total effect of wage adjustments ordered in dispute cases on prices for the products or services of the establishments involved. The information available indicates that in 114 or 13 percent of the 891 disputes in which the Board ordered an adjustment in wages or salaries the employer stated during the processing of the case that he would request price relief in the event of Board approval. It is not known how many of these employers subsequently filed requests for price relief upon issuance of the directive order, nor how many of those requests which were filed were approved by OPA and/the Director of Economic Stabilization. In 43 or 5 percent of the disputes where a wage adjustment was ordered the employers did not indicate whether they would require raising or price ceilings in the event the Board approved an increase.

8. Federal Contracts

A considerable number of these disputes involved establishments working under federal contracts. Of the 1,295 disputes decided during the quarter 614 or almost 50 percent arose in establishments holding government contracts. Forty-five percent of the disputes about wages and 62 percent of the non-wage disputes were from establishments working under federal contracts or sub-contracts.

	All Cases		Cases involving Wage Issues				Cases not Involving wage issues	
Contract Status	Percent of Cases	Percent of Emp. Affected	Percent of Cases	Percent of Emp. Affected	Percent with w. adjust. ordered	Percent with w. adjust. denied.	Percent of cases	Percent of Emp.
No federal contract	52.6	34.4	55.5	39.1	86.6	13.4	38.5	18.2
Federal contract	47.4	65.6	44.5	60.9	78.5	21.5	61.5	81.8
Total	100.0	100.0	100.0	100.0	83.0	17.0	100.0	100.0

ADVANCE RELEASE ADVANCE RELEASE

OFFICE OF WAR INFORMATION

NATIONAL WAR LABOR BOARD

For release in p.m. papers
of Tuesday, January 4, 1944

B-1206

Wage adjustments required by state statutes which prohibit wage discrimination between women and men workers do not require National War Labor Board approval, because such adjustments are allowable under the Board's policy of equal pay for men and women when the quality and quantity of the work is the same.

The Board's announcement was contained in an interpretation to General Order No. 16 which deals with equal pay for men and women.

The interpretation said that adjustments required by state statutes need not be reported to the Board.

The text of the interpretation follows:

General Order No. 16

Interpretation No. 1

Wage adjustments required by State statutes which prohibit wage discrimination between the sexes are "adjustments which equalize the wage or salary rates paid to females with the rates paid to males for comparable quality and quantity of work on the same or similar operations" within the meaning of General Order No. 16 and may be made without approval of the National War Labor Board. Such adjustments need not, however, be reported to the Board as required by Subdivision (1) of General Order No. 16.

s/ Lloyd K. Garrison
(Executive Director)

(E.O. 9250, 7 F. R. 7871)
(Adopted December 27, 1943)

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Bagwell

NINETEENTH MONTHLY REPORT
OF THE
NATIONAL WAR LABOR BOARD

WASHINGTON, D. C.
November 1, 1944

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Bagwell have you any use for this?

ADVANCE RELEASE

NATIONAL WAR LABOR BOARD

DIVISION OF PUBLIC INFORMATION
PRESS RELEASE

ADVANCE RELEASE
B-1928
19th Report to
Senate
(September, 1944)

have R.A.

For Release in Morning Papers
Of Saturday, January 20, 1945

Cleared and Released
Thru the Facilities of the
Office of War Information

The National War Labor Board regional offices received 11,741 applications for approval of voluntary wage or salary adjustments during September, 1944, an average of 2,935 a week, according to the Board's Nineteenth Monthly Report to the Senate, which was released today and which covers the month of September.

The number of cases decided per week averaged 3,452, reducing the backlog of unprocessed applications in the regional offices from 15,970 on September 2 to 13, 638 on September 29.

The National Board received 603 new disputes during the period. A total of 398 disputes were decided during the month, leaving a backlog of 3,125 on September 29.

The Nineteenth Report contains a summary of activity during September. This summary is issued quarterly, while the statistical tables are issued every month.

The Report is attached.

Correction of Substandard rates - p1, p3
Job eval - p5, table 6

6193
1/19/45

STATISTICAL SUMMARY OF ACTIVITY DURING SEPTEMBER

A. Regional Office Activity on Voluntary Applications for Wage or Salary Adjustments.

1. Number of Applications Received and Decided during the Month

In the four-week period September 2 through September 29, 1944, 11,741 new applications for approval of voluntary wage or salary adjustments were filed with the Regional Offices of the National War Labor Board, an average of 2,935 per week. The number of cases decided per week averaged 3,452 bringing the backlog of unprocessed applications in the Regional Offices from 15,970 on September 2 to 13,638 on September 29.

About three-fifths of the cases (61 percent) decided in September were decided within less than 4 weeks after the date of receipt in the War Labor Board. Eighteen percent of the cases decided in September had been in the Board Offices less than two weeks. An analysis of 14,334 decisions on voluntary applications in Regional War Labor Board Offices is presented in Tables 1 through 13. 14,018 of these cases were decided in September and represent substantially all decisions on voluntary applications in Regional Offices during the month. In addition, 316 cases decided prior to September on which information was received too late to be tabulated in previous reports are included. In 13,362 or 93 percent of the cases studied the number of workers affected by the proposed or approved adjustment was indicated, and it is from these cases that most of the following statistics were derived.

2. Description of Applicants for Wage or Salary Adjustments

REGIONAL DISTRIBUTION The distribution of these cases by National War Labor Board Regions is shown in table 1. Sixteen percent of these voluntary applications decided were filed in the New York Region. An additional 13 percent were decided in the Chicago Region. The Atlanta and Boston Regions each issued rulings in 11 percent of the cases.

The percentage of applications approved in full or in part varied from 81 percent in the Seattle Office to 95 percent in the Texas Regional Board. However, a comparison of the proportion of cases approved and denied in the various regions is unwarranted without an examination of the nature of the adjustments requested, since the type of case and type of applicant vary from region to region.

SIZE OF ESTABLISHMENT With respect to size of establishment, there was little change from the already established trend. Again these cases represented predominantly establishments with a small number of employees. Forty-two percent of the establishments in these voluntary applications employed not more than 50 workers (table 2). An additional sixteen percent employed between 50 and 100 persons. Only sixteen percent of the applications involved employers of more than 500. These applications not only came for the most part from establishments with relatively few workers, but generally affected only a small percentage of the total employees. These cases represented on the average a total employment of 463 persons, but the average number affected per case was only 51.

Total Persons Employed	Average Number of Employees Affected by Adjustment
Not more than 50 employees	10
51 - 100	24
101 - 200	39
201 - 500	65
501 - 1000	107
More than 1000	249
All cases with total employees stated	51

. TYPE OF APPLICANT As in previous months most of the applications represented voluntary adjustments by the employer alone. Only 28 percent of the applications were filed jointly by the employer and union. These joint applications, however, included 50 percent of the total employees affected by the adjustment in all voluntary applications decided in the Regional Offices during the month. The total number of persons employed in the establishments involved in these applications averaged 359 for the non-union cases compared with 726 in the union cases. The number of employees affected by the adjustments averaged 36 or 10 percent for the non-union cases compared with 90 or 12 percent for the union cases.

FEDERAL CONTRACTS 31 percent of the applications were from firms holding federal contracts or subcontracts, but they included 45 percent of the workers affected by the adjustments. Only a negligible number of these voluntary applications were from companies having cost-plus federal contracts. These figures differ little from those noted in previous monthly reports.

Contract Status	Percent of Applications	Percent of Workers Affected
No Federal Contract	66.6	51.2
Federal Contract	31.0	45.2
Cost-Plus Contract	0.9	1.4
Lump Sum Contract	30.1	43.8
Not Stated	2.4	3.6
All Cases	100.0	100.0

3. Action Taken on these Applications

Adjustments were authorized in the requested or modified in 86 percent of these cases affecting 89 percent of the employees.

Board Action	Percent of Cases	Percent of Workers Affected
Approved in full	45.0	49.0
Approved in part	41.1	39.8
Denied	13.9	11.2
All Cases	100.0	100.0

- As the figures below indicate, these non-wage-rate issues were more likely to occur in the applications filed jointly by employer and union than by employer alone. Thirty-seven percent of the joint applications involved non-wage-rate issues, compared with only 12 percent of the non-union applications.

Type of Applicant	Total Cases		Cases with Adjustments Involving Changes in Basic Wage Rate	
	Number	Percent Workers Affected	Number	Percent
Employer Alone	10261	71.6	1651	11.5
Joint Application by Employer and Union	4073	28.4	1504	36.9
All Cases	14334	100.0	3155	22.0

It may be recalled here that the union applications generally represent establishments of larger average size than non-union applications. The types of adjustment designated as non-wage-rate issues include incentive plans, vacation plans, and shift differentials which are somewhat more likely to be sought for large establishments than for small.

Table 7 describes the types of adjustment sought in applications involving non-wage-rate issues. Introduction or modification of a vacation plan was the adjustment most frequently sought--this issue occurring in 4 percent of the applications from employers alone and 18 percent of those from employer and union. Approval of an incentive plan was also more frequently sought jointly by an employer and union than by an employer alone (7 percent vs. 3 percent). The payment of a year-end or non-recurring bonus is the only non-wage-rate issue more often proposed by the employer alone (1.9 percent vs. 0.6 percent).

The figures below indicate the proportion of approvals for these types of adjustment. Only slightly more than half (58 percent) of the requests for payment of a non-recurring bonus were approved. Introduction or modification of a piece rate or incentive plan was authorized in 83 percent of the cases, and the group of miscellaneous issues not tabulated separately were approved almost equally often. Vacations, overtime premium pay, or shift differentials were approved in more than ninety percent of the cases where these adjustments were proposed.

Adjustments involving no changes in basic wage rates	Percent with specified type of adjustment			Percent with specified type of adjustment approved		
	All Cases	Employer alone	Joint Employer Union	All Cases	Employer alone	Joint Employer Union
Piece-rate or incentive plan	4.2	3.1	6.7	82.5	82.4	82.7
Vacation plan	7.7	3.9	17.5	96.4	94.0	97.7
Shift differential	1.5	0.9	2.8	95.7	95.8	95.7
Overtime premium pay	2.4	2.2	3.0	92.1	91.0	94.2
Year-end or Non-recurring bonus	1.5	1.9	0.6	58.2	56.7	69.2
Other	4.7	4.1	6.3	79.7	76.9	84.1
All cases with Adjustments involving no change in basic wage rates	22.0	16.1	36.9	87.0	82.7	91.8

In these cases involving non-wage-rate issues the joint applications, on the whole, were approved more often than the applications from employer alone.

ADJUSTMENTS INVOLVING CHANGE IN BASIC WAGE RATES Of the 14,334 cases tabulated 12,245 or 85 percent contained issues involving increases in basic wage rate. (These 12,245 cases include 1,066 cases involving both non-wage rate and wage rate adjustments. Thus 1,066 of the cases discussed here have already been included above in the section on adjustments involving no change in basic wage rates.)

In contrast to the non-wage-rate issues, which occurred more frequently in joint applications, adjustments involving changes in basic wage rates or "wage-rate issues" were present in 89 percent of the applications from employers alone compared to 76 percent of the joint applications by employers and unions.

The wage rate issues have been divided into two main categories, those resulting in an immediate increase in job rates which can be more or less accurately measured and those involving no immediate increase in basic rates for a given job.

Immediate increases may be classified as:

1) General or across-the-board increases which affect all or a majority of the jobs in a plant. Such increases usually result from application of the Little Steel Formula or, less frequently, from the correction of substandards or elimination of interplant inequities.

2) Other increases in single rates or rate ranges affecting a smaller proportion of the employees in a plant.

Adjustments involving no immediate increase fall into several groups as follows:

1) Conversion of a single-rate for a job classification to a rate-range where the mid-point of the range, or expected weighted average for the job classification at the new rates is less than or equal to the present rate. Such cases are designated merely as "Rate adjustments involving no immediate increase." Changes in method of payment only are also included here.

2) Job evaluation plans attempting to rationalize the interrelated job classifications and rate structure of a plant.

3) Rate schedules for new jobs, plants or departments: The establishment of rates for jobs in new plants or new jobs in existing plants, and adjustments or reclassifications because of change in job content or assumption of additional responsibilities fall in this category. Although the new rates may imply increases in earnings for some individuals, they do not represent an increase in basic wage rates for a given job and grade of work.

4) Progression Schedules: The institution or modification of a plan for making individual adjustments under General Order 31 is also included in the "no immediate increase" category.

The distribution of applications involving changes in basic wage rates by type of applicant is shown in table 8.

Adjustments Involving Change in Basic Wage Rates	Percent of Cases with specified type of adjustment			Percent of Cases with specified type of adjustment approved		
	Cases	Employer alone	Joint Empl. & Union	Cases	Employer alone	Joint Empl. & Union
Immediate increase in wage rates	67.3	69.1	62.7	85.2	86.9	80.5
No immediate increases	18.1	20.1	13.1	94.7	94.5	95.7
Rate adjustments	8.7	9.8	5.9	92.3	92.1	93.0
Job evaluation plan	0.6	.5	.7	94.9	94.1	*
Schedules for new jobs	8.2	9.2	5.7	97.8	97.6	98.7
Progression schedules	.6	.6	.8	88.0	84.5	94.1
All cases with adjustments involving change in basic wage rates	85.4	89.2	75.8	87.2	88.6	83.1

* Too few cases to warrant computation.

Two-thirds (67 percent) of the voluntary applications decided involved an immediate increase in basic wage rates, with the proportion somewhat higher in the applications from employers than in those filed jointly by employer and union. An additional 18 percent of these applications proposed adjustments in basic wage rates which represented no immediate increase. These adjustments occurred in 20 percent of the non-union cases and in 13 percent of the union cases.

In these cases involving wage-rate adjustments, the joint applications were approved somewhat less often than the applications from employers alone. This is to some extent a reflection of the higher average straight-time hourly earnings of organized workers compared with unorganized. Adjustments involving no immediate increase were approved more often than adjustments involving an immediate increase in base rates.

6. Amount of Adjustment Authorized and Basis for Approval

In 9,080 of the 9,646 cases in which an immediate increase was an issue the number of workers to receive the increased wage or salary rate was indicated. These cases included an aggregate of 246,856 workers affected by the new rates.

Board Action	Applications involving Immediate Increase	
	Percent of cases	Percent of Workers Affected
Approved in full or in part	85.2	85.8
Denied	14.8	14.2
All cases involving immediate increase	100.0	100.0

Adjustments were approved in full or modified in 85 percent of these cases involving about 212,000 workers. The average hourly increase awarded to these employees was 5.9 cents or 88 percent of their straight-time hourly earnings which averaged 67 cents at the time of application. This estimate is derived from a study of 6,337 or 77 percent of the 8,220 cases with an approved immediate increase tabulated in this report where the amount of the increase authorized, the number to receive it, and their straight-time average hourly earnings before the increase were stated.

Table 9 indicates the basis on which these proposed immediate increases were authorized or denied.

Less than four percent of the cases involving an immediate increase involved the application of the Little Steel Formula. Nineteen percent of the employees affected by the immediate increases were concentrated in cases decided on substandards though these cases comprised only 10 percent of the total in which immediate increases were involved. Frequently the correction of substandard rates in a plant will necessitate an accompanying adjustment of higher-paid classifications, or "tapering" to avoid intraplant inequities and the breakdown or an integrated rate structure in a plant. An average of 50 employees was affected per case decided chiefly on the basis of substandards compared with an average of 24 for the remaining cases.

The highest proportion of approvals occurred in the substandards cases where an adjustment was authorized in 99 percent of the cases. The employees in these cases were the lowest paid, averaging only 51 cents an hour straight-time at the time of application. These workers were awarded an increase of 9.3 percent of their straight-time rates or 4.7 cents.

Cases with basis for adjustment described as "other" were denied an adjustment more often than any others. An adjustment was denied in 66 percent of these cases. This group includes cases denied without prejudice for insufficient information. Except for the small number of "rare and unusual" and "other" cases, the highest increase, 7.5 cents per hour, was awarded in the cases to eliminate maladjustments.

Chief Basis for Adjustment	percent of cases with specified basis for adjustment 1/	Percent of workers affected with specified basis for adjustment	Percent of cases with specified basis for adjustment approved	Increase Authorized in Approved Cases.		
				Average straight-time earnings before increase (cts. pr.hr.)	Average increase (in cents per hour)	Percentage increase in straight-time hourly earnings
Maladjustment	3.4	5.5	88.5	101	7.5	7.4
Substandard	10.4	19.3	99.0	51	4.7	9.3
Gross Interplant inequity	76.2	71.1	83.8	70	6.2	8.9
Intraplant differential	9.0	3.8	85.0	82	5.8	7.1
Rare and Unusual	*	*	**	100	12.6	12.6
Other	1.0	.3	33.7	77	7.9	10.2
All cases involving immediate increase	100.0	100.0	85.2	67	5.9	8.8

* Less than .05 percent

** Too few cases to calculate percentage

1/ The seeming discrepancy between this distribution based on table 9 and that derived previously from table 6 is explained if it is recalled that the earlier table was based on all cases decided during the month while the present table represents only the cases with immediate increases. Cases involving mainly job evaluation plans which are usually decided on on the basis of intraplant differentials, and rate adjustments involving no immediate increase decided on the basis of gross inequities or General order 31 are not included here. Likewise, the sizeable number of cases involving only issues not affecting basic wage rates which made up most of the group classified as "other" in the earlier table have been removed from table 9.

7. Average Hourly Earnings of Employees Affected

According to table 10 eighteen percent of the workers affected, representing 14 percent of the cases where the average straight-time hourly earnings were known, were earning less than 50 cents an hour at the time of application. An additional 34 percent were being paid between 50 and 65 cents an hour. Only 10 percent of these employees were earning $1.00 or more an hour straight-time.

The figures below indicate a direct relationship between the average hourly earnings of the employees involved in an application for an immediate increase and the frequency with which the increase was approved. Ninety-nine percent of the cases involving employees earning an average of less than 50 cents were approved. The proportion of cases approved dropped as the average hourly earnings rose, so that only 73 percent of the cases involving workers averaging between $1.00 and $1.25 and 62 percent of the cases with workers averaging $1.25 or more per hour straight time were approved.

Straight-time average hourly earnings (dollars per hour)	Percent of Cases	Cases Involving Immediate Increase		
		Percent of workers affected	Percent of cases with adjustment approved	Percent of cases with adjustment denied
Less than .40	1.6	1.5	97.6	2.4
.40 -- .49	12.1	16.1	99.5	.5
.50 -- .64	24.5	34.0	92.6	7.4
.65 -- .79	23.1	17.3	87.0	13.0
.80 -- .99	20.0	20.8	79.4	20.6
1.00 -- 1.24	12.3	8.3	72.7	27.3
1.25 and over	6.4	2.0	62.0	38.0
All cases with earnings stated	100.0	100.0	85.2	14.8

8. Industry Classification

The distribution by industry group of the voluntary applications decided in June, which is shown in table 11, followed the pattern observed in previous months. Fifty-nine percent of the applications and 64 percent of the employees affected were from the manufacturing industries. The wholesale and retail distribution trades accounted for 21 percent of the cases, with 20 percent of the employees affected. Six percent of the employees affected and 12 percent of the cases represented establishments engaged in finance, insurance and real estate, and services. An additional 8 percent of the cases with 10 percent of the employees affected were from industries classified as mining, construction, transportation and communication, or public utilities.

Industry Classification	Cases with an immediate increase approved		
	Straight-time average hourly earnings before increase (in cents per hour)	Average hourly increase (in cents per hour)	Percent increase in straight-time average hourly earnings
Manufacturing	68	5.3	7.8
Non-manufacturing	65	7.0	10.7
Total	67	5.9	8.8

Employees in the manufacturing industries affected by approval of an immediate increase were earning an average of 68 cents an hour straight-time compared with an average of 65 cents for the employees not engaged in manufacturing. The increase awarded the employees in the non-manufacturing industries was 7.0 cents, or 11 percent of their average straight-time hourly rates, while that authorized for employees in the manufacturing industries was 5.3 cents or 8 percent of their straight-time average hourly earnings.

Again these figures are based on the cases (77 percent of the cases with an immediate increase approved tabulated in this report) where the authorized adjustment represented an increase of stated amount to a designated number of employees whose average straight-time hourly rates before the increases were indicated. (See tables 18 and 19).

9. Price Relief

In general, immediate increases or other adjustments in wages or salaries authorized by the Regional Offices of the War Labor Board had relatively little unstabilizing effect in terms of lifting price ceilings. Less than one percent of the applicants indicated that approval of the requested adjustment would occasion a request to the Office of Price Administration for an increase in the price ceiling of commodities or services, or for an increase in cost to the government where the applicant held a federal contract. (table 13).

B. Activity of Industry Commissions of NWLB on Voluntary Applications for Wage or Salary Adjustments

A summary of activity on voluntary applications for wage or salary adjustments during the month of September by five Industry Commissions and the National Office of the National War Labor Board is given below. Statistics are included for 650 cases decided by the Shipbuilding Commission, Newspaper Printing and Publishing Commission, Non-Ferrous Metals Commission, Tool and Die Commission, West Coast Lumber Commission, and the National Board. These include 33 applications decided in August on which information was received too late to be included in the report for that month. Information was not available for the Trucking Commission or the War Shipping and Airframe Panels. Only 17 of the National Board cases were available for tabulation. The remainder of the cases will be included in next month's report.

619 of these cases indicated the number of employees affected by the adjustments, and it is from these 619 decisions that most of the statistics below (tables 14-23) are derived.

Of these 619 voluntary applications, 289 were approved in full, 242 were approved in a modified form, and 88 (14%) were denied. A total of 52,191 employees were affected.

The Newspaper Commission decided almost one-half the total applications tabulated (43%) but by far the greatest number of employees affected, 41,393 or 79% were in the Shipbuilding Industry, which comprised only 24 percent of the number of applications decided.

419 or 68 percent of the total number of applications decided requested an immediate increase. The number of employees affected was stated in 399 of these cases, and it is from these 399 applications that the statistics on wage increases are derived. Eight-two percent of these cases were approved and increases were granted to 7,897 workers ranging from 5.4 cents per hour in the Newspaper Industry to 11.4 cents in the Tool and Die Industry. The average percent increase in straight-time average hourly earnings of these employees in June was 5.9 percent.

Slightly more than half the applications for voluntary adjustments (54%) were submitted by the employer alone. 90 percent of the employers' applications and 81 percent of the applications submitted jointly by employer and union were approved.

24 percent of the cases submitted to the Commissions concerned issues

which involved no change in basic wage rates. These applications, which include piece rate systems and incentive plans, vacation plans, shift differentials, overtime premium pay, bonuses, etc., were submitted more often by joint action of the employer and union than by the employer alone (33% as against 17%). Of the non-wage rate issues, requests for approval of vacation plans far outstripped piece rates, etc. and appeared in 47% of the applications involving no changes in basic wage rates.

Of the 547 applications involving changes in basic wage rates, rate or rate range adjustments involving no immediate increase and rate schedules for new jobs were the major issues. Ninety-six percent of these applications were approved.

The straight-time average hourly earnings of the employees in these applications to the Commissions for voluntary adjustments were higher than those who come under the jurisdiction of the Regional Boards. Only 27 percent of the employees whose average hourly earnings were stated earned less than 80 cents per hour as against 76 percent of the employees in the regional applications, and 45 percent earned less than $1.00 per hour as against 90 percent. This is in part a reflection of the greater number of joint applications from employer and union in these Commission cases.

Less than 2 percent of the applications stated that approval of the adjustment requested would necessitate an application to the Office of Price Administration for an increase in the ceiling of the commodities or services involved.

C. National War Labor Board Activity on Dispute Cases

1. Receipts and Dispositions of Dispute Cases by National Board, Regional Boards and Industry Commissions

During the four-week period September 2 - 29, 1944, a total of 603 new disputes were certified to or directly accepted by the National War Labor Board. During the same period directive orders or approval of wage agreements reached by the parties were issued by the various agencies of the Board in 398 disputes. The backlog of unprocessed cases awaiting action in the offices of the Board rose from 2,942 on September 2 to 3,125 on September 29, 1944.

Statistics for 332 disputes decided during the month of September are presented in tables 24 through 33 below. These include 303 disputes in which directive orders were issued by the Regional Boards, 10 disputes decided by the National Board itself, and 25 decided by five industry Commissions, namely, the West Coast Lumber Commission, Newspaper Printing and Publishing Commission, Non-Ferrous Metals Commission, and the Detroit Tool and Die Commission. No information is available for 30 cases decided by directive orders of the Trucking Commission, the Shipbuilding Commission, the Wage Adjustment Board and the War Shipping and Airframe Panels. 36 additional disputes decided (including 3 from the National Board and 33 from the Regional Boards) are not included in the tabulations below: 9 were omitted because the number of employees was not stated, and 27 because the directive order referred the dispute back to the parties for further negotiation or to an arbitrator.

2. Characteristics of Disputes Decided

Almost all the disputes decided involved some wage issues. Only 44 of the 332 decisions tabulated (13 percent) involved non-wage issues only. These cases involved a total of 37,000 employees. An additional 121 cases involved non-wage as well as wage issues. Table 25 indicates the nature of the issues in these 165 disputes involving non-wage issues. The issue most frequently occurring was retroactivity of wage adjustment which was noted in 68 cases. Both maintenance of membership and check-off of union dues were issues in 48 cases. A case frequently involved more than one issue.

Eighty-seven percent of the disputes, with 71 percent of the total employees affected, involved some wage issues, either alone or in combination with non-wage issues. These cases are discussed in greater detail below.

Issues	Cases Number	Cases Percent	Employees Involved Number	Employees Involved Percent
Wage issues involved	288	86.7	92,719	71.4
No wage issues involved	44	13.3	37,203	28.6
Total	332	100.0	129,922	100.0

3. Action taken on Disputes Involving Wage Issues

Some wage adjustment was granted in 85 percent of the disputes involving wage issues. These cases represented 80 percent of the employees affected.

As in the voluntary cases, the largest proportion (50 percent) of these disputes in which a wage adjustment was approved were decided on the basis of gross inequities. Only three percent of the cases involved the application of the Little Steel Formula and four percent involved substandards (see table 26).

Chief Basis for Adjustment	Percent of disputes decided	Percent of employees affected
Maladjustment (Little Steel Formula)	3.3	4.9
Substandards	3.7	9.5
Gross Inequities	49.8	42.2
Intraplant Differential	11.8	8.4
Other reasons	31.4	35.0
All disputes where wage adjustment was ordered	100.0	100.0

4. Nature of the Wage Adjustments Ordered

According to table 27, in 30 percent of the cases in which a wage adjustment was approved, the authorized adjustment represented no change in basic wage rates, but was in the nature of approvals for overtime pay, vacation with pay, etc. Thirty-three percent of the total number of employees affected in these disputes in which a wage adjustment was granted were awarded only adjustments not involving a change in basic wage rates.

Description of wage adjustment granted	Percent of cases	Percent of workers affected
Increase in basic rates only	40.4	32.3
No increase in basic rates	29.8	33.4
Increase in basic rates and adjustments involving no increase in basic rates	29.8	34.3
All cases with wage adjustment granted	100.0	100.0

Table 28 describes the chief adjustments approved in these disputes where no change in basic wage rates was involved. The issue most frequently occurring in these disputes was a plan for paid vacations which was a factor in 38 per-cent of all disputes in which a wage adjustment was approved. These vacation cases included 47 percent of the workers affected in these cases where a wage adjustment was ordered. An additional 9 percent of the workers affected were in disputes involving overtime premium pay representing 7 percent of the cases.

Description of non-wage rate adjustment granted	All disputes with wage adjustment ordered	
	Percent of disputes with specified type of adjustment ordered	Percent of workers affected by specified type of adjustment ordered
Piece rate or incentive system	0.8	0.9
Vacation plan	38.0	47.0
Overtime premium pay	7.4	9.5
Shift differential	6.5	4.6
Year-end or non recurring bonus	0.4	*
Other	6.5	5.7
Total cases with non-wage-rate adjustment granted	59.6	67.7
Cases with no non-wage-rate adjustment granted	40.4	32.3

* Less than five one-hundredths of one percent.

There were 172 cases in which the adjustment ordered involved a change in basic wage rates. (Since 73 of these cases also involved adjustments with no increase in basic wage rates, they have already been included in the discussion of non-wage-rate issues above.) Fourteen of these cases, or 6 percent of all the disputes in which a wage adjustment was ordered, involved an adjustment which did not mean an immediate increase. These adjustments for the most part were the introduction or modification of a progression schedule for making individual adjustments within a rate range, or adjustments necessitated because of changes in job content. These adjustments described as no immediate increase affected about 8,000 or 10 percent of the employees (table 29).

5. Amount of Increase Approved

According to table 30 an immediate increase in basic wage rates was ordered in only 158 of the 245 cases (64 percent) where a wage issue was approved.

The average hourly increase awarded in these dispute cases was 4.8 cents. This estimate is based on a study of 120 approved cases (76 percent of the cases with an approved increase in basic rates tabulated) where the authorized adjustment represented a known immediate increase in basic wage rates for a stated number of employees. According to table 30, the increases granted to correct interplant inequities by the brackets technique averaged 4.8 cents an hour. This basis for adjustment represents a substantial number of the cases in which an increase was approved. Increases awarded for other reasons ranged from an average of 3.7 cents decided for substandards to 6.2 cents in cases involving intraplant differentials, but this average is based on relatively few cases.

6. Industry Classification

200 of the 288 disputes (69 percent) in which wage issues were involved came from establishments engaged in manufacturing. These cases included 79 percent of the toal number of employees affected. Wage adjustments were granted in 84 percent of these cases and in 88 percent of the disputes in the non-manufacturing industries. Of the 44 cases involving non-wage issues only, 35 (80 percent) were from the manufacturing industries (table 30).

	All Cases		Cases Involving Wage Issues		
Industry Classification	Percent of Cases	Percent of employees affected	Percent of Cases	Percent of employees affected	Percent of cases with adjustment granted
Manufacturing	70.8	84.1	68.6	75.2	84.0
Non-Manufacturing	29.2	15.9	31.4	24.8	87.5
Total Cases	100.0	100.0	100.0	100.0	85.1

7. Price Relief Status

In 12 percent of the disputes in which a wage adjustment was ordered there was some indication that increases in price ceiling of commodities or services would be sought in the event of Board approval of an adjustment. In 10 percent of the cases the effect of the approval on price ceilings could not be determined.

8. Federal Contracts

A considerable number of these disputes involved establishments working under Federal contracts. Of the 332 disputes ruled on by National and Regional War Labor Boards and Industry Commissions, 159 or 48 percent with 66 percent of the employees affected were in establishments holding Federal contracts. In 46 percent of the 245 dispute cases where a wage adjustment was ordered the employees were employed on Federal contracts.

	All Cases		Cases Involving Wage Issues				Cases Not Involving Wage Issues	
			Wage Adjustment Ordered		Wage Adjustment Denied			
Contract Status	Percent of Cases	Percent of Emp. Affected	Percent of Cases	Percent of Emp. Affected	Percent of Cases	Percent of Emp. Affected	Percent of Cases	Percent of Emp. Affected
No Federal Contract	52.1	33.6	54.3	48.5	58.1	33.6	34.1	4.0
Federal Contract	47.9	66.4	45.7	51.5	41.9	66.4	65.9	96.0
Total disputes	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Applications for Voluntary Wage or Salary Adjustments Decided in Regional Offices of National War Labor Board, by Region and Nature of Final Action

September 1 - 30, 1944

Table 1

Region a/	Total Cases				Approved in full or in part		Denied	
	All Cases		Employees Affected					
	Number	Per-cent	Number	Per-cent	Cases	Employ-ees	Cases	Employ-ees
I. Boston, Mass.	1407	10.5	80631	11.8	1270	78136	137	2495
II. New York, N. Y.	2150	16.1	111784	16.4	1853	102657	297	9127
III. Philadelphia, Pa.	1285	9.6	90849	13.3	1077	80538	208	10311
IV. Atlanta, Ga.	1421	10.7	82216	12.1	1257	70897	164	11319
V. Cleveland, Ohio	1260	9.4	69385	10.2	1044	54906	216	14479
VI. Chicago, Ill.	1713	12.8	73879	10.8	1438	64362	275	9517
VII. Kansas City, Mo.	812	6.1	36118	5.3	679	29243	133	6875
VIII. Dallas, Texas	870	6.5	28935	4.2	825	27101	45	1834
IX. Denver, Colo.	319	2.4	9673	1.4	298	9158	21	515
X. San Francisco, Calif.	1054	7.9	30318	4.4	875	27369	179	2949
XI. Detroit, Mich.	668	5.0	30266	4.4	570	26570	98	3696
XII. Seattle, Wash.	403	3.0	38950	5.7	325	35547	78	3403
Total All Regions b/	13362	100.0	683004	100.0	11511	606484	1851	76520

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a/ Area Included:

Reg. I. Maine, New Hampshire, Vermont, Massachusetts, Connecticut, Rhode Island.
" II. New York and Northern New Jersey.
" III. Pennsylvania, Delaware, Maryland, Washington, D. C. and Southern New Jersey.
" IV. Georgia, North Carolina, South Carolina, Florida, Tennessee, Alabama, Mississippi and Virginia.
" V. Ohio, West Virginia and Kentucky.
" VI. Indiana, Wisconsin, Minnesota, North Dakota, South Dakota and Illinois.
" VII. Missouri, Kansas, Iowa, Arkansas and Nebraska.
" VIII. Texas, Louisiana and Oklahoma.
" IX. Colorado, New Mexico, Montana, Wyoming, Utah and Idaho.
" X. California, Nevada, and Arizona.
" XI. Michigan.
" XII. Washington, Oregon and Alaska.

b/ Does not include 972 cases with number of workers affected by the adjustment not stated. These cases include 895 full or partial approvals and 77 denials.

Applications for Voluntary Wage or Salary Adjustments Decided in Regional Offices of National War Labor Board, by Size of Establishment and Nature of Final Action

September 1 - 30, 1944

Table 2

Size of Establishment	All Applicants				Application by Employer Alone				Joint Application by Employer and Union			
	Cases		Total Employees In Establishment		Cases		Total Employees In Establishment		Cases		Total Employees In Establishment	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Up to and including 50 employees	5654	41.6	134592	2.1	4531	46.5	105849	3.0	1123	29.1	28743	1.0
51 --------------- 100 empl.	2108	15.5	155798	2.5	1565	16.1	114780	3.3	543	14.1	41018	1.5
101 --------------- 200 "	1864	13.7	275423	4.4	1258	12.9	185673	5.3	606	15.7	89750	3.2
201 --------------- 500 "	1799	13.2	582109	9.2	1158	11.9	371141	10.6	641	16.6	210968	7.5
501 ---------------1000 "	962	7.1	689287	10.9	611	6.3	437677	12.5	351	9.1	251610	9.0
1001 ---------------5000 "	1000	7.4	2130029	33.9	519	5.3	1091198	31.2	481	12.5	1038831	37.1
More than 5000 employees	207	1.5	2329412	37.0	97	1.0	1191849	34.1	110	2.9	1137563	40.7
Total Cases with Employees Reported	13594	100.0	6296650	100.0	9739	100.0	3498167	100.0	3855	100.0	2798483	100.0
Cases with data not available	740				522				218			
All Cases Number	14334		6296650		10261		3498167		4073		2798483	
All Cases Percent		100.0		100.0		71.6		55.6		28.4		44.4

Applications for Voluntary Wage or Salary Adjustments Decided in Regional Offices of National War Labor Board, by Size of Establishment and Nature of Final Action

September 1 - 30, 1944

Table 3

Size of Establishment	All Cases		Wage or Salary Adjustment Approved						Wage or Salary Adjustment Denied	
			All Cases		Approved in full		Approved in part b/			
	Number of Cases	Number of Employees Affected	Number Of Cases	Number of Employees Affected	Number of Cases	Number of Employees Affected	Number of Cases	Number of Employees Affected	Number of Cases	Number of Employees Affected
Up to and including 50 empl.	5371	52096	4705	47307	2304	18517	2401	28790	666	4789
51 thru 100 "	2001	47754	1727	42197	822	17410	905	24787	274	5556
101 " 200 "	1753	68828	1492	61383	778	28158	714	33225	261	7445
201 " 500 "	1691	109831	1438	96440	805	52095	633	44345	253	13391
501 " 1000 "	898	95853	742	83881	399	41920	343	41961	156	11972
1001 " 5000 "	936	227606	796	201945	539	137862	257	64083	140	25661
More than 5000	199	55571	161	50632	125	23658	36	26974	38	4939
No Stated	513	25466	450	22699	245	14726	205	7973	63	2767
Total Cases a/	13362	683004	11511	606484	6017	334346	5494	272138	1851	76520

a/ Does not include 972 cases with number of employees affected by the adjustment not stated. These cases include 380 full approvals, 515 partial approvals and 77 denials.

b/ Approved for fewer persons or in lesser amounts than requested. "Number of employees affected" in approved or partially approved adjustments, denotes the number to whom an increase was granted, in denials the number affected by the proposed adjustment.

Applications for Wage or Salary Adjustments Decided in Regional Offices of National War Labor Board, by Type of Applicant and Nature of Final Action

September 1 - 30, 1944

Table 4

Type of Applicant	All Cases		Wage or Salary Adjustment Approved						Wage or Salary Adjustment Denied	
			All Cases		Approved in Full		Approved in Part b/			
	Number of Cases	Number of Employees Affected	Number of Cases	Number of Employees Affected	Number of Cases	Number of Employees Affected	Number of Cases	Number of Employees Affected	Number of Cases	Number of Employees Affected
Voluntary Application by Employer	9591	341787	8347	307757	4163	158687	4148	149070	1244	34030
Joint Application by Employer and Labor Organization	3771	341217	3164	298727	1854	175659	1310	123068	607	42490
Total Cases a/	13362	683004	11511	606484	6017	334346	5494	272138	1851	76520

a/, b/ See Table 3 for footnotes.

Applications for Voluntary Wage or Salary Adjustments Decided in Regional Offices of National War Labor Board by whether Applicant Held Federal Contract, and Nature of Final Action

September 1 - 30, 1944

Table 5

Contract Status	All Cases				Wage or Salary Adjustment Approved				Wage or Salary Adjustment Denied			
	Number of Cases		Number of Employees Affected		Number of Cases		Number of Employees Affected		Number of Cases		Number Employees Affected	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
No Federal Contract	8896	66.6	349822	51.2	7678	66.7	314594	51.9	1218	65.8	35228	46.0
Federal Contract	4147	31.0	308498	45.2	3552	30.9	268707	44.3	595	32.2	39791	52.0
Cost Plus Contracts	124	0.9	9822	1.4	110	1.0	9019	1.5	14	0.8	803	1.0
Lump Sum Contracts	4023	30.1	298676	43.8	3442	29.9	259688	42.8	581	31.4	38988	51.0
Not Stated	319	2.4	24684	3.6	281	2.4	23183	3.8	38	2.0	1501	2.0
All Cases a/	13362	100.0	683004	100.0	11511	100.0	606484	100.0	1851	100.0	76520	100.0

a/ See table 3 for footnote.

Applications for Voluntary Wage or Salary Adjustments Decided in Regional Offices of National War Labor Board, by Basis for Adjustment and Nature of Final Action

September 1 - 30, 1944

Table 6

Chief Basis for Adjustment	All Cases		Wage or Salary Adjustment Approved						Wage or Salary Adjustment Denied	
			All Cases		Approved in Full		Approved in Part b/			
	Number of Cases	Number of Employees Affected	Number of Cases	Number of Employees Affected	Number of Cases	Number of Employees Affected	Number of Cases	Number of Employees Affected	Number of Cases	Number of Employees Affected
Maladjustment	313	14031	275	12004	175	8500	100	3504	38	2027
Substandard	964	57643	953	56631	588	34031	365	22600	11	1012
Gross Inequity	8509	274553	7216	234869	3137	91722	4079	143147	1293	39684
Intra Plant Differential	1087	48418	942	45398	663	21930	279	23468	145	3020
Rare and Unusual	5	15	5	15	3	5	2	10	-	-
Other Reasons	2484	288344	2120	257567	1451	178158	669	79409	364	30777
Total Cases a/	13362	683004	11511	606484	6017	334346	5494	272138	1851	76520

a/, b/ See Table 3 for footnotes.

Applications for Voluntary Wage or Salary Adjustments Involving No Change in Basic Wage Rates Decided by Regional Offices of National War Labor Board by Chief Type of Adjustment, Type of Applicant and Nature of Final Action

September 1 - 30, 1944

Table 7

Chief Type of Adjustment	All Cases			Employer Alone			Joint Application by Employer and Union		
	Total Cases	Approved Cases	Denied Cases	All Cases	Approved	Denied	All Cases	Approved	Denied
All cases with Adjustments involving no change in basic wage rates	3155	2746	409	1651	1366	285	1504	1380	124
Piece Rate System or Incentive Plan	595	491	104	323	266	57	272	225	47
Vacation Plan	1112	1072	40	401	377	24	711	695	16
Shift Differential	211	202	9	96	92	4	115	110	5
Overtime Premium Pay	343	316	27	221	201	20	122	115	7
Year-end or non-recurring bonus	220	128	92	194	110	84	26	18	8
Others not included above	674	537	137	416	320	96	258	217	41
No non-wage rate issues involved	11179	9660	1519	8610	7599	1011	2569	2061	508
Total Cases	14334	12406	1928	10261	8965	1296	4073	3441	632

Applications for Voluntary Wage or Salary Adjustments Involving Increase in Basic Wage Rates Decided by Regional Offices of National War Labor Board by Type of Adjustment Type of Applicant and Board Action

September 1 - 30, 1944

Table 8

Chief Type of Adjustment	All Cases			Employer Alone			Joint Application by Employer and Union		
	Total Cases	Approved Cases	Denied	All Cases	Approved Cases	Denied	All Cases	Approved Cases	Denied
All cases with adjustments involving change in basic wage rates	12245	10682	1563	9156	8114	1042	3089	2568	521
Immediate Increase	9646	8220	1426	7091	6163	928	2555	2057	498
General (across the board) Increase	620	524	96	277	243	34	343	281	62
Other Immediate Increase	9026	7696	1330	6814	5920	894	2212	1776	436
No Immediate Increase	2599	2462	137	2065	1951	114	534	511	23
Rate Adjustment (involving no immediate increase)	1248	1152	96	1006	927	79	242	225	17
Job Evaluation Plan	79	75	4	51	48	3	28	27	1
Rate Schedules for New Jobs	1180	1154	26	950	927	23	230	227	3
Progression Schedules	92	81	11	58	49	9	34	32	2
No Wage rate issues involved	2089	1724	365	1105	851	254	984	873	111
Total	14334	12406	1928	10261	8965	1296	4073	3441	632

Applications for Voluntary Wage or Salary Adjustments Involving Immediate Increase in Basic Wage Rates Decided in Regional Offices of National War Labor Board, by Basis for Adjustment and Nature of Final Action

September 1 - 30, 1944

Table 9

Chief Basis for Adjustment	All Cases		Cases Denied		Approved Cases			
							Increase Granted	
	Number of Cases	Number of Employees Affected by Increase	Number of Cases	Number of Employees Affected by Increase	Number of Cases	Number of Employees Affected by Increase	Average Increase in cents per hour b/	Percent Increase In average hourly earnings b/
Maladjustment	305	13586	35	1874	270	11712	7.5	7.4
Substandard	946	47654	9	451	937	47203	4.7	9.3
Gross Inequity	6920	175428	1119	31058	5801	144370	6.2	8.9
Intraplant	815	9314	122	967	693	8347	5.8	7.1
Rare and Unusual	2	9	-	-	2	9	12.6	12.6
Other Reasons	92	865	61	666	31	199	7.9	10.2
All Cases Involving Immediate Increase a/	9080	246856	1346	35016	7734	211840	5.9	8.8

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a/ Does not include 566 cases involving an immediate increase in which the number of employees affected by the increase was not stated. These cases include 486 approvals and 80 denials.

b/ Based on a study of 6337 cases or 77 percent of cases with immediate increase approved tabulated in this report in which the amount of the increase, the number of employees to receive it, and their straight-time hourly earnings at the time of application were stated.

Applications for Voluntary Wage or Salary Adjustments Involving Immediate Increase in Basic Wage Rates Decided in Regional Offices of National War Labor Board, by Straight-time Average Hourly Earnings of Employees Affected and Nature of Final Action

September 1 - 30, 1944

Table 10

Average straight-time hourly earnings at time of application (dollars per hour)	All Cases		Cases Denied		Approved Cases			
							Increase Granted	
	Number of Cases	Number of Employees Affected by Increase	Number of Cases	Number of Employees Affected by Increase	Number of Cases	Number of Employees Affected by Increase	Average Increase in cents per hour b/	Percent Increase in average hourly earnings b/
Less than .40	127	2493	3	15	124	2478	8.5	23.6
.40 - .49	940	27517	5	101	935	27416	6.2	13.9
.50 - .64	1907	57936	142	4321	1765	53615	5.0	8.9
.65 - .79	1795	29513	233	409	1562	25416	6.1	8
.80 - .99	1560	35513	322	14383	1238	21130	5.5	6.3
1.00 - 1.24	957	14135	261	2743	696	11392	8.0	7.2
1.25 and Over	500	3408	190	912	310	2496	8.8	5.7
Not Stated	1294	76341	190	8444	1104	67897	c/	c/
Total Cases a/	9080	246856	1346	35016	7734	211840	5.9	8.8

a/ Does not include 566 cases in which the number of employees affected by the immediate increase was not stated. These cases include 486 approvals and 80 denials.

b/ Based on a study of 6337 or 77 percent of the cases with immediate increase approved tabulated in this report in which the amount of the increase, the number of employees to receive it and their average straight-time hourly earnings at the time of application were stated.

c/ Information on present rates not available.

Applications for Voluntary Wage or Salary Adjustments Decided in Regional Offices of National War Labor Board, by Industry and Nature of Final Action

September 1 - 30, 1944

Table 11

Industry	Total Cases		Wage or Salary Adjustment Approved						Wage or Salary Rate Adjustment Denied	
			All Cases Approved		Approved in Full		Approved in Part b/			
	Number of Cases	Number of Employees Affected	Number of Cases	Number of Employees Affected	Number of Cases	Number of Employees Affected	Number of Cases	Number of Employees Affected	Number of Cases	Number of Employees Affected
Mining	246	9216	223	8488	140	6009	83	2479	23	728
Construction	98	1804	87	1682	46	1241	41	441	11	122
General Manufacturing	6937	368329	5956	325353	3116	182979	2840	142374	981	42976
War Material Manufacturing	864	71221	714	58790	372	33522	342	25268	150	12431
Wholesale Distribution	1249	42201	1057	38625	484	17370	573	21255	192	3576
Retail Distribution	1552	91165	1370	81949	723	37785	647	44164	182	9216
Finance, Insurance and Real Estate	501	10350	426	9087	228	4608	198	4479	75	1263
Transportation and Communication	559	42865	497	41557	296	25207	201	16350	62	1308
Public Utilities	181	16059	166	14615	107	13094	59	1521	15	1444
Services	1127	27155	971	23721	486	11516	485	12205	156	3434
Other and Unknown	48	2639	44	2617	19	1015	25	1602	4	22
Total all Industries a/	13362	683004	11511	606484	6017	334346	5494	272138	1851	76520
				Percent Distribution						
Mining	1.8	1.3	1.9	1.4	2.3	1.8	1.5	0.9	1.2	1.0
Construction	0.7	0.3	0.8	0.3	0.8	0.4	0.8	0.2	0.6	0.2
General Manufacturing	52.0	53.0	51.8	53.6	51.8	54.8	51.6	52.3	53.0	56.1
War Material Manufacturing	6.5	10.4	6.2	9.7	6.2	10.0	6.2	9.3	8.1	16.2
Wholesale Distribution	9.3	6.2	9.2	6.4	8.0	5.2	10.4	7.8	10.4	4.7
Retail Distribution	11.6	13.3	11.9	13.5	12.0	11.3	11.8	16.2	9.9	12.0
Finance, Insurance and Real Estate	3.7	1.5	3.7	1.5	3.8	1.4	3.6	1.6	4.1	1.7
Transportation and Communication	4.2	6.3	4.3	6.9	4.9	7.5	3.7	6.0	3.3	1.7
Public Utilities	1.4	2.4	1.4	2.4	1.8	3.9	1.1	0.6	0.8	1.9
Services	8.4	4.0	8.4	3.9	8.1	3.4	8.8	4.5	8.4	4.5
Other and Unknown	0.4	0.4	0.4	0.4	0.3	4.3	0.5	0.6	0.2	*
Total all Industries a/	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

a/, b/ See Table 3 for footnotes.

* Less than five one-hundredths of one percent.

Applications for Voluntary Wage or Salary Adjustments Involving an Immediate Increase Decided in Regional Offices of National War Labor Board, by Industry and Nature of Final Action

September 1 - 30, 1944

Table 12

Industry	All Cases		Cases Denied		Approved Cases		Increase Granted	
	Number of Cases	Number of Employees Affected by Increase	Number of Cases	Number of Employees Affected by Increase	Number of Cases	Number of Employees Affected by Increase	Average increase in cents per hour b/	Percent Increase in average hourly earnings b/
Mining	172	2981	19	675	153	2306	8.3	10.1
Construction	64	518	8	45	56	473	9.4	11.1
General Manufacturing	4535	146576	734	22103	3801	124473	5.3	8.0
War Materials Manufacturing	404	14117	91	5216	313	8901	4.9	5.8
Wholesale Distribution	929	14333	134	1751	795	12582	6.9	10.8
Retail Distribution	1159	21542	138	1145	1021	20397	6.7	11.7
Finance, Insurance & Real Estate	373	6047	36	311	337	5736	6.6	10.7
Transportation and Communication	398	17079	51	908	347	16171	6.2	9.0
Public Utilities	140	4693	13	1440	127	3253	8.0	10.7
Services	873	17956	119	1407	754	16549	8.1	11.5
Other & Unknown	33	1014	3	15	30	999	3.9	5.9
All Industries Total a/	9080	246856	1346	35016	7734	211840	5.9	8.8

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a/ Does not include 566 cases involving an immediate increase in which the number of employees affected by the increase was not stated. These ca include 486 approvals and 80 denials.

b/ Based on a study 6337 cases or 77 percent of cases with immediate increase approved tabulated in this report in which the amount of the number of employees to receive it, and their straight-time hourly earnings at the time of application were stated.

Applications for Voluntary Wage or Salary Adjustments Decided by Regional Offices National War Labor Board by Whether Price Relief was to be Sought in Event of Board Approval

September 1 - 30, 1944

Table 13

Price Relief Status	All Cases				Wage or Salary Adjustment Approved		Wage or Salary Adjustment Denied	
	Cases		Employees					
	Number	Percent	Number	Percent	Number of Cases	Number of Employees Affected	Number of Cases	Number of Employees Affected
Applicant States:								
Price Relief will be sought	102	0.8	13076	1.9	93	12140	9	936
Price Relief will not be sought	12929	96.7	644316	94.4	11127	570455	1802	73861
No indication	331	2.5	25612	3.7	291	23889	40	1723
Total Cases a/	13362	100.0	683004	100.0	11511	606484	1851	76520

a/ See Table 3 for footnote.

Table 14

Applications for Voluntary Wage or Salary Adjustments Decided in Industry Commissions and National Office of National War Labor Board by Nature of Final Action.

Sept. 1 - 30, 1944

			Wage or Salary Adjustment Approved						Wage or Salary Adjustment Denied	
	Total Cases		All Cases Approved		Approved in Full		Approved in Part b/			
Board Agency	Number of Cases	Number of Employees Affected	Number of Cases	Number of Employees Affected	Number of Cases	Number of Employees Affected	Number of Cases	Number of Employees Affected	Number of Cases	Number of Employees Affected
Industry Commissions	602	49752	516	47984	278	23070	238	24914	86	1768
West Coast Lumber	147	1744	100	1417	32	520	68	897	47	327
Non-Ferrous Metals	20	199	18	148	16	98	2	50	2	51
Detroit Tool and Die	20	252	14	244	7	72	7	172	6	8
Shipbuilding	150	41393	144	40736	72	20179	72	20557	6	657
Newspaper	265	6164	240	5439	151	2201	89	3238	25	725
National Board	17	2439	15	2102	11	620	4	1482	2	337
Total Cases a/	619	52191	531	50086	289	23690	242	26396	88	2105

a/ Does not include 31 cases in which the number of Employees affected by the adjustment was not stated. These cases include 16 full approvals, 11 partial approvals and 4 denials.

b/ Approved for fewer persons or in lesser amounts than requested. "Number of Employees affected" in approved or partially approved adjustments denotes the number affected by all adjustments granted; in denials it denotes the number affected by the proposed adjustments.

Applications for Wage or Salary Adjustments Decided in Industry Commissions a/ and National Office of National War Labor Board by Type of Applicant and Nature of Final Action

September 1 - 30, 1944

Table 15

Type of Applicant	All Cases		Wage or Salary Adjustment Approved						Wage or Salary Adjustment Denied	
			All Cases Approved		Approved in Full		Approved in Part c/			
	Number of Cases	Number of Employees Affected	Number of Cases	Number of Employees Affected	Number of Cases	Number of Employees Affected	Number of Cases	Number of Employees Affected	Number of Cases	Number of Employees Affected
Voluntary Application by Employer Alone	342	15392	309	14381	167	7463	142	6918	33	1011
Joint Application by Employer and Union	277	36799	222	35705	122	16227	100	19478	55	1094
All Cases b/	619	52191	531	50086	289	23690	242	26396	88	2105

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a/ Includes West Coast Lumber, Non-Ferrous Metals, Detroit Tool and Die, Shipbuilding, and Newspaper Commissions.

b/ Does not include 31 cases in which the number of employees affected by the adjustment was not stated. These cases include 11 partial approvals, 16 full approvals and 4 denials.

c/ Approved for fewer persons or in lesser amounts than requested.

Applications for Voluntary Wage or Salary Adjustments Decided in Industry Commissions a/ and National Office of National War Labor Board by Whether Applicant Held Federal Contract and Nature of Final Action

September 1 - 30, 1944

Table 16

Contract Status	All Cases				Wage or Salary Adjustment Approved				Wage or Salary Adjustment Denied			
	Number of Cases		Number of Employees Affected		Number of Cases		Number of Employees Affected		Number of Cases		Number of Employees Affected	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
No Federal Contract	382	61.7	8631	16.6	327	61.6	7371	14.8	55	62.5	1260	59.9
Federal Contract	226	36.5	43171	82.7	193	36.3	42326	84.5	33	37.5	845	40.1
Cost Plus Contracts	91	14.7	25191	48.3	87	16.4	24847	49.6	4	4.5	344	16.3
Lump Sum Contracts	135	21.8	17980	34.4	106	19.9	17479	34.9	29	33.0	501	23.8
Not Stated	11	1.8	389	0.7	11	2.1	389	0.7	--	0.0	--	0.0
All Cases b/	619	100.0	52191	100.0	531	100.0	50086	100.0	88	100.0	2105	100.0

a/ Includes West Coast Lumber, Non-Ferrous Metals, Detroit Tool and Die, Shipbuilding and Newspaper Commissions.

b/ Does not include 31 cases in which the number of employees affected by the increase was not stated. These cases include 11 partial approvals, 16 full approvals and 4 denials.

Table 17

Applications for Voluntary Wage or Salary Adjustments Decided in Industry Commissions and National Office of National War Labor Board by Basis for Adjustment, and Nature of Final Action

September 1 - 30, 1944

Industry Commission and Basis for Adjustment	All Cases		Wage or Salary Adjustment Approved						Wage or Salary Adjustment Denied	
			All Cases Approved		Approved in Full		Approved in Part b/			
	Number of Cases	Number of Employees	Number of Cases	Number of Employees Affected	Number of Cases	Number of Employees Affected	Number of Cases	Number of Employees Affected	Number of Cases	Number of Employees Affected
Newspaper	265	6164	240	5439	151	2201	89	3238	25	725
Maladjustment	84	3367	76	3283	40	1275	36	2008	8	84
Substandard	12	167	12	167	6	42	6	125	-	-
Gross Inequity	116	1214	105	1166	63	447	42	719	11	48
Intraplant	28	136	26	131	23	122	2	9	3	5
Other Reasons	25	1280	22	692	19	315	3	377	3	588
Shipbuilding	150	41393	144	40736	72	20179	72	20557	6	657
Maladjustment	-	-	-	-	-	-	-	-	-	-
Substandard	1	2	1	2	1	2	-	-	-	-
Gross Inequity	51	6922	49	6912	20	2472	29	4440	2	10
Intraplant	15	3540	15	3540	5	163	10	3377	-	-
Other Reasons	83	30929	79	30282	46	17542	33	12740	4	647
Other Commissions	187	2195	132	1809	55	690	77	1119	55	386
Maladjustment	-	-	-	-	-	-	-	-	-	-
Substandard	-	-	-	-	-	-	-	-	-	-
Gross Inequity	127	1120	80	854	20	124	60	730	47	266
Intraplant	26	331	21	314	16	300	5	14	5	17
Other Reasons	34	744	31	641	19	266	12	375	3	103
National Board	17	2439	15	2102	11	620	4	1482	2	337
Maladjustment	1	22	1	22	-	-	1	22	-	-
Substandard	1	298	1	298	-	-	1	298	-	-
Gross Inequity	9	581	9	581	9	581	-	-	-	-
Intraplant	1	187	-	-	-	-	-	-	1	187
Other Reasons	5	1351	4	1201	2	39	2	1162	1	150
All Cases a/	619	52191	531	50086	289	23690	242	26396	88	2105
Maladjustment	85	3389	77	3305	40	1275	37	2030	8	84
Substandard	14	467	14	467	7	44	7	423	-	-
Gross Inequity	303	9837	243	9513	112	3624	131	5889	60	324
Intraplant	70	4194	61	3985	44	585	17	3400	9	209
Other Reasons	147	34304	136	32816	86	18162	50	14654	11	1488

a/ Does not include 31 cases in which the number of employees affected by the adjustment was not stated. These cases include 16 full approvals, 11 partial approvals and 4 denials.

b/ Approved for fewer persons or in lesser amounts than requested.

Applications for Voluntary Wage or Salary Adjustments Involving No Change in Basic Wage Rates Decided in Industry Commissions a/ and National Office of National War Labor Board by Type of Adjustment, Type of Applicant, and Nature of Final Action

September 1 - 30, 1944

Table 18

Chief Type of Adjustment	All Cases			Application by Employer Alone			Joint Application by Employer and Labor Organization		
	Total Cases	Approved Cases	Denied Cases	Total Cases	Approved Cases	Denied Cases	Total Cases	Approved Cases	Denied Cases
All cases with adjustments involving no change in Board Wage rates	157	143	14	60	52	8	97	91	6
Piece Rate System and Incentive Plans	20	16	4	9	6	3	11	10	1
Vacation Plans	74	72	2	21	20	1	53	52	1
Shift Differential	14	14	-	7	7	-	7	7	-
Overtime Premium Pay	14	12	2	5	4	1	9	8	1
Payment of Year-end or Non-recurring bonus	6	3	3	5	3	2	1	-	1
Other Reasons not Included above.	29	26	3	13	12	1	16	14	2
No Non-Wage Rate Issues Involved	493	415	78	292	265	27	201	150	51
Total Cases	650	558	92	352	317	35	298	241	57

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a/ Includes West Coast Lumber, Non-Ferrous Metals, Detroit Tool and Die, Shipbuilding and Newspaper Commissions.

Applications for Voluntary Wage or Salary Adjustments Involving Change in Basic Wage Rates, Decided in Industry Commissions a/ and National Office of National War Labor Board by Type of Adjustment, Type of Applicant and Nature of Final Action

September 1 - 30, 1944

Table 19

Chief Type of Adjustment	All Cases			Application by Employer Alone			Joint Application by Employer and Labor Organization		
	Total Cases	Approved Cases	Denied Cases	Total Cases	Approved Cases	Denied Cases	Total Cases	Approved Cases	Denied Cases
All Cases Involving a Change in Basic Wage Rates	547	468	79	311	283	28	236	185	51
Immediate Increase	419	345	74	232	206	26	187	139	48
General Increase	81	71	10	19	17	2	62	54	8
Other Immediate Increase	338	274	64	213	189	24	125	85	40
No Immediate Increase	128	123	5	79	77	2	49	46	3
Rate Adjustment	30	28	2	14	13	1	16	15	1
Job Evaluation Plan	4	4	-	2	2	-	2	2	-
Rate Schedules for New Jobs	84	81	3	59	58	1	25	23	2
Promotion or Merit Increase Plans	10	10	-	4	4	-	6	6	-
No Wage Rate issues involved	103	90	13	41	34	7	62	56	6
Total Cases	650	558	92	352	317	35	298	241	57

a/ Includes West Coast Lumber, Non-Ferrous Metals, Detroit Tool & Die, Shipbuilding and Newspaper Commissions.

Applications for Voluntary Wage or Salary Adjustments Involving Immediate Increase Decided in Industry Commissions and National Office of National War Labor Board by Nature of Final Action.

September 1 - 30, 1944

Table 20

Board Agency	All Cases		Approved		Denied		Increase Granted	
	Cases	Employees	Cases	Employees	Cases	Employees	Av. Inc. in cts. per hr. b/	% inc. in Av. hr. earnings b/
Industry Commission	388	7364	317	6996	71	368	6.4	6.1
West Coast Lumber	89	415	48	243	41	172	7.1	7.2
Non-Ferrous Metals	9	80	7	29	2	51	10.2	12.8
Tool and Die	14	183	9	176	5	7	11.4	8.0
Shipbuilding	38	1899	36	1889	2	10	8.1	7.8
Newspaper	238	4787	217	4659	21	128	5.4	5.2
National Board	11	901	11	901	-	-	4.7	4.4
Total Cases a/	399	8265	328	7897	71	368	6.2	5.9

a/ Does not include 20 cases involving immediate increase with number of employees affected by the increase not stated. These cases include 17 approvals, and 3 denials.

b/ Based on a study of 266 cases or 81 percent of the cases with immediate increase approved tabulated in this report in which the amount of the increase, the number of employees to receive it and their straight-time hourly earnings at time of application were stated.

Applications for Voluntary Wage or Salary Adjustments Involving an Immediate Increase Decided in Industry Commissions and National Office of National War Labor Board by Basis for Adjustment, and Nature of Final Action

Table 21

September 1 - 30, 1944

Industry Commission and Basis for Adjustment	All Cases		Cases Denied		Approved Cases		Increase Granted	
	Number of Cases	Number of Employees Affected by Increase	Number of Cases	Number of Employees Affected by Increase	Number of Cases	Number of Employees Affected by Increase	Average Increase in cents per hour b/	Percent Increase in average hourly earnings b/
Newspaper	238	4787	21	128	217	4659	5.4	5.2
Maladjustment	83	3279	8	84	75	3195	4.9	4.4
Substandard	12	167	-	-	12	167	6.4	10.3
Gross Inequity	115	1205	10	39	105	1166	7.6	9.4
Intraplant	28	136	3	5	25	131	5.8	7.5
Other Reasons	-	-	-	-	-	-	-	-
Shipbuilding	38	1899	2	10	36	1889	8.1	7.8
Maladjustment	-	-	-	-	-	-	-	-
Substandard	1	2	-	-	1	2	30.0	46.2
Gross Inequity	31	1870	2	10	29	1860	8.0	7.7
Intraplant	6	27	-	-	6	27	13.3	13.8
Other Reasons	-	-	-	-	-	-	-	-
Other Commissions	112	678	48	230	64	448	8.9	7.8
Maladjustment	-	-	-	-	-	-	-	-
Substandard	-	-	-	-	-	-	-	-
Gross Inequity	90	619	42	217	48	402	8.9	7.7
Intraplant	21	57	5	11	16	46	8.9	8.5
Other Reasons	1	2	1	2	-	-	-	-
National Board	11	901	-	-	11	901	4.7	4.4
Maladjustment	1	22	-	-	1	22	5.4	4.4
Substandard	1	298	-	-	1	298	c/	c/
Gross Inequity	9	581			9	581	4.6	4.4
Intraplant	-	-	-	-	-	-	-	-
Other Reasons	-	-	-	-	-	-	-	-
All Cases a/	399	8265	71	368	328	7897	6.2	5.9
Maladjustment	84	3301	8	84	76	3217	4.9	4.4
Substandard	14	467	-	-	14	467	6.8	11.0
Gross Inequity	245	4275	54	266	191	4009	7.6	7.7
Intraplant	55	220	8	16	47	204	7.4	8.5
Other Reasons	1	2	1	2	-	-	-	-

a/ Does not include 20 cases involving an immediate increase in which the number of employees affected by the increase was not stated. These cases include 17 approvals and 3 denials.

b/ Based on a study of 266 cases or 77 percent of the cases with immediate increase approved tabulated in this report in which the amount of the increase, the number of employees to receive it and their straight-time hourly earnings at time of application were stated.

c/ Information on present rates not available.

Applications for Voluntary Wage or Salary Adjustments Involving an Immediate Increase Decided in Industry Commissions and National Office of National War Labor Board by Average Straight-time Hourly Earnings at time of application and Nature of Final Action

September 1 - 30, 1944

Table 22

Straight-time Average Hourly Earnings (Dollar per hr.)	All Cases		Wage or Salary Adjustment Denied		Wage or Salary Adjustment Approved		Increase Granted	
	Cases	Employees	Cases	Employees	Cases	Employees	Average Increase (in units per hr. b/	Percent Increase in. av. hrly. earnings b/
Less than .40	-	-			-	-		
.40 - .49	10	75	-	-	10	75	6.4	15.2
.50 - .64	29	418	-	-	29	418	9.8	15.9
.65 - .79	37	914	-	-	37	914	8.4	11.9
.80 - .99	90	1118	22	134	68	984	5.6	6.2
1.00 - 1.24	98	1922	24	142	74	1780	5.2	4.7
1.25 and over	80	1174	19	50	61	1124	5.9	4.1
Not Stated	55	2644	6	42	49	2602	c/	c/
Total a/	399	8265	71	368	328	7897	6.2	5.9

a/ Does not include 20 cases involving an immediate increase in which the number of employees affected by the increase was not stated. These cases include 17 approvals, and 3 denials.

b/ Based on a study of 266 cases of 77 percent of the cases with immediate increase approved tabulated in this report in which the amount of the increase, the number of employees to receive it and their straight-time hourly earnings at time of application were stated.

c/ Information not available.

Applications for Voluntary Wage or Salary Adjustments Decided in Industry Commissions a/ and National Office of National War Labor Board by Whether Price Relief Was to be Sought in Event of Board Approval

September 1 - 30, 1944

Table 23

Price Relief Status	All Cases				Wage or Salary Adjustment Approved		Wage or Salary Adjustment Denied	
	Cases		Employees		Number of Cases	Number of Employees Affected	Number of Cases	Number of Employees Affected
	Number	Percent	Number	Percent				
Applicant states:								
Price Relief will be sought	13	2.1	10226	19.6	13	10226	-	-
Price Relief will not be sought	591	95.5	40712	78.0	504	38609	87	2103
No Indication	15	2.4	1253	2.4	14	1251	1	2
Total Cases b/	619	100.0	52191	100.0	531	50086	88	2105

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a/ Includes West Coast Lumber, Non-Ferrous Metals, Detroit Tool and Die, Shipbuilding, and Newspaper Commissions.

b/ Does not include 31 cases in which the number of employees affected by the adjustment was not stated. These cases include 27 approvals and 4 denials.

Dispute Cases Ruled on by the National War Labor Board, Regional War Labor Boards and Industry Commissions, by Disposition of Wage Issue

September 1 - September 30, 1944

Table 24

Disposition of Wage Issue	All Cases		National Board		Regional Boards		Commissions b/	
	Number of Cases	Number of Employees Involved	Number of Cases	Number of Employees Involved	Number of Cases	Number of Employees Involved	Number of Cases	Number of Employees Involved
Wage Issue	288	92,719	10	4,265	254	82,448	24	6,006
Granted	245	73,946	3	1,600	220	66,696	22	5,650
Denied	43	18,773	7	2,665	34	15,752	2	356
Non-Wage Issue	44	37,203	--	--	43	37,028	1	175
Total a/	332	129,922	10	4,265	297	119,476	25	6,181

a/ 6 cases ruled on by Regional War Labor Boards, and 3 cases ruled on by the National War Labor Board are not included in this table because essential information was lacking.

b/ Includes 16 cases from the West Coast Lumber Commission, 3 cases from the Non-Ferrous Metals Commission, 5 cases from the Tool & Die Commission, and 1 case from the Newspaper Printing and Publishing Commission.

Table 25

Dispute Cases Involving Non-Wage Issues, Ruled on by the National War Labor Board, Regional War Labor Boards, and Industry Commissions; by Issue

September 1 - September 30, 1944

Non-Wage Issues	All Boards and Commissions	Cases Involving Only Non-Wage Issues			Cases Involving Both Wege Issues and Non-Wage Issues		
		National Board	Regional Boards	Commissions	National Board	Regional Boards	Commissions
Maintenance of Membership	48	--	11	1	1	35	--
Check-Off	48	--	8	--	1	37	2
Union Shop	3	--	1	--	--	2	--
Preferential Hiring	5	--	2	---	--	1	2
Union Recognition	3	--	1	--	--	2	--
Seniority	25	--	5	--	--	20	--
Grievances	19	--	9	--	--	10	--
Grievance Machinery	15	--	2	--	--	13	--
Hours and Holidays	34	--	2	--	--	31	1
Duration of Contract	18	--	3	1	--	14	--
Retroactivity of Wage Adjustment	68	--	4	--	2	59	3
Working Conditions	13	--	2	--	--	9	2
Other	39	--	13	--	--	24	2
Total Number of Cases Involving Non-Wage Issues a/	165	0	43	1	3	112	6

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a/ Since a dispute frequently involves more than one issue, the total number of issues is greater than the total number of cases.

Table 26

Dispute Cases Involving Wage Issues Ruled on by the National and Regional War Labor Boards, and Industry Commissions, by Basis for Adjustment

September 1 - September 30, 1944

Chief Basis for Adjustment	All Cases		Adjustment Approved in Whole or in Part					
			National Board		Regional Boards		Commissions	
	Number of Cases	Number of Employees Involved	Number of Cases	Number of Employees Involved	Number of Cases	Number of Employees Involved	Number of Cases	Number of Employees Involved
Maladjustment Alone and Maladjustment and Other	8	3,622	--	--	8	3,622	--	--
Substandard Alone and Substandard and Other	9	7,079	--	--	9	7,079	--	--
Gross Inequities Alone and Gross Inequities and Other	122	31,217	2	1,470	111	25,997	9	3,750
Intra-Plant Differential Alone and Intra-Plant Differential and Other	29	6,191	--	--	21	5,591	8	600
Other Reasons Not Included Above	77	25,837	1	130	71	24,407	5	1,300
Total	245	73,946	3	1,600	220	66,696	22	5,650

Dispute Cases Involving Wage Issues in Which Wage Adjustment Was Granted by National and Regional War Labor Boards, and Industry Commissions, by Description of Adjustment Granted and Authority Making Decision

September 1 - September 30, 1944

Table 27

Description of Wage Adjustment Granted	All Cases		National Board Decisions		Regional Board Decisions		Commission Decisions	
	Number of Cases	Number of Employees Involved	Number of Cases	Number of Employees Involved	Number of Cases	Number of Employees Involved	Number of Cases	Number of Employees Involved
Adjustment involving change in basic wage rates only	99	23,880	2	1,470	84	18,645	13	3,765
Adjustments involving no change in basic wage rates, (overtime pay, vacation with pay, etc.)	73	24,678	1	130	68	24,248	4	300
Adjustments involving change in basic wage rates and adjustments involving no change in basic wage rates	73	25,388	--	--	68	23,803	5	1,585
Total	245	73,946	3	1,600	220	66,696	22	5,650

Dispute Cases with Adjustments Involving No Changes in Basic Wage Rates Granted by National and Regional War Labor Boards and Industry Commissions, by Description of Adjustment Granted and Authority Making Decision

September 1 - September 30, 1944

Table 28

Description of Non-Wage Rate Adjustment Granted	All Cases		National Board		Regional Boards		Commissions	
	Number of Cases	Number of Employees Involved	Number of Cases	Number of Employees Involved	Number of Cases	Number of Employees Involved	Number of Cases	Number of Employees Involved
Piece Rate System or Incentive Plan	2	650	--	--	2	650	--	--
Vacation Plan	93	34,770	--	--	88	33,420	5	1,350
Overtime Pay Bonus	18	7,005	1	130	17	6,875	--	--
Shift Differential	16	3,431	--	--	13	2,916	3	515
Payment of a One-time Bonus	1	23	--	--	1	23	--	--
Other	16	4,187	--	--	15	4,167	1	20
Total number of cases with adjustments involving no change in basic wage rates	146	50,066	1	130	136	48,051	9	1,885

Dispute Cases with Adjustments Involving Changes in Basic Wage Rates Granted by National and Regional War Labor Boards and Industry Commissions, by Description of Adjustment Granted and Authority Making Decision

September 1 - September 30, 1944

Table 29

Description of Wage Rate Adjustment Granted	All Cases		National Board		Regional Boards		Commissions	
	Number of Cases	Number of Employees Involved	Number of Cases	Number of Employees Involved	Number of Cases	Number of Employees Involved	Number of Cases	Number of Employees Involved
Immediate Increase	158	41,307	1	10	144	36,335	13	4,962
General Increase	2	56	--	--	2	56	--	--
Rate Adjustments	156	41,251	1	10	142	36,279	13	4,962
No Immediate Increase	14	7,961	1	1,460	8	6,113	5	388
Rate Adjustments	3	5,060	--	--	3	5,060	--	--
Adjustment Involving Change in Job Content	6	542	--	--	1	154	5	388
Progression Schedule	5	2,359	1	1,460	4	899	--	--
Total Number of Cases with Adjustments Involving Change in Basic Wage Rates	172	49,268	2	1,470	152	42,448	18	5,350

Wage Increase Resulting from Adjustments Granted by the National War Labor Board, Regional War Labor Boards, and Industry Commissions by Basis for Adjustment

September 1 - September 30, 1944

Table 30

Chief Basis for Adjustment	All Cases in Which an Immediate Increase Was Granted		
	Number of Cases	Number of Employees	Average Hourly Increase (cents per hour)
Maladjustment Alone and Maladjustment and Other	7	3,596	4.7
Substandard Alone and Substandard and Other	8	2,379	3.7
Gross Inequities Alone and Gross Inequities and Other	86	14,706	4.8
Intra-Plant Differential Alone and Intra-Plant Differential and Other	17	1,472	6.2
Other Reasons Not Included Above	2	1,150	5.0
Total	120	23,303	4.8

Note: These 120 cases, in which the increase in cents per hour could be computed, represent 76 per cent of the 158 dispute cases in which an immediate increase in basic wage rates was granted. In 38 cases, representing 24 per cent of the 158 cases, the amount of the increase could not be computed..

Table 31

Dispute Cases Ruled on by the National War Labor Board, Regional War Labor Boards, and Industry Commissions by Industry

September 1 - September 30, 1944

Industrial Group	All Cases		Wage Adj. Approved in Whole or in Part		Wage Adjustment Denied		Non-Wage Issue	
	Number of Cases	Number of Employees Involved	Number of Cases	Number of Employees Involved	Number of Cases	Number of Employees Involved	Number of Cases	Number of Employees Involved
National and Regional War Labor Board Cases: a/								
Mining	6	1,611	2	571	1	59	3	981
Construction	--	--	--	--	--	--	--	--
General Manufacturing	185	55,909	139	41,801	25	6,760	21	7,348
War Materials Mfg.	50	53,316	29	13,827	7	11,083	14	28,406
Wholesale Trade	9	337	7	164	--	--	2	173
Retail Trade	23	7,846	20	7,728	2	113	1	5
Finance, Insurance and Real Estate	4	505	2	413	1	22	1	70
Transportation and Communication	13	2,611	8	2,311	4	255	1	45
Public Utilities	6	394	6	394	--	--	--	--
Services	10	1,167	9	1,042	1	125	--	--
Other	1	45	1	45	--	--	--	--
Commission Cases:								
Trucking	--	--	--	--	--	--	--	--
Shipbuilding	--	--	--	--	--	--	--	--
Non-Ferrous Metal	3	515	3	515	--	--	--	--
West Coast Lumber	16	4,115	14	3,890	1	50	1	175
Tool and Die	5	1,245	5	1,245	--	--	--	--
Newspaper	1	306	--	--	1	306	--	--
Total	332	129,922	245	73,946	43	18,773	44	37,203

a/ National Board cases have not been tabulated separately. Of the 10 cases analyzed, 8 cases involving 2675 employees were in General Manufacturing Industries, and 2 cases involving 1590 employees were in War Material Manufacturing Industries.

Table 32

Dispute Cases Involving Wage Issues Ruled on by the National War Labor Board, the Regional War Labor Boards, and Industry Commissions, Classified by Whether Price Relief Was to Be Sought in the Event a Wage Adjustment Was Granted

September 1 - September 30, 1944

Price Relief Status	All Cases				Adjustment Approved		Adjustment Denied	
	Cases		Employees Affected					
	Number	Percent	Number	Percent	Cases	Employees Affected	Cases	Employees Affected
Application States:								
Price Relief will be sought	33	11.5	8,500	9.2	33	8,500	--	--
Price Relief will not be sought	227	78.8	63,203	68.1	189	52,367	38	10,836
No Indication	28	9.7	21,016	22.7	23	13,079	5	7,937
All Cases	288	100.0	92,719	100.0	245	73,946	43	18,773

Dispute Cases Decided by National and Regional War Labor Boards, and Industry Commissions, by Whether Applicant Held Federal Contract, and Disposition of Wage Issue

September 1 - September 30, 1944

Table 33

Contract Status	All Cases		Cases Involving Wage Issues						Cases Not Involving Wage Issues	
					Wage Adjustment Ordered		Wage Adjustment Denied			
	Number of Cases	Number of Employees Affected	Total Cases	Number of Employees Affected	Cases	Employees	Cases	Employees	Number of Cases	Number of Employees Affected
No Federal Contract	173	43,635	158	42,150	133	35,837	25	6,313	15	1,485
Federal Contract	159	86,287	130	50,569	112	38,109	18	12,460	29	35,718
All Cases	332	129,922	288	92,719	245	73,946	43	18,773	44	37,203

EXECUTIVE ORDER

9599

Wage Increases

WB

PROVIDING FOR ASSISTANCE TO EXPANDED PRODUCTION AND CONTINUED STABILIZATION OF THE NATIONAL ECONOMY DURING THE TRANSITION FROM WAR TO PEACE, AND FOR THE ORDERLY MODIFICATION OF WARTIME CONTROLS OVER PRICES, WAGES, MATERIALS AND FACILITIES

By virtue of the authority vested in me by the Constitution and the statutes of the United States, and particularly the War Mobilization and Reconversion Act of 1944, the First War Powers Act of 1941, the Second War Powers Act of 1942, as amended, and the Stabilization Act of 1942, as amended, and for the purpose of fully mobilizing the resources of the Government in this final stage of the war emergency, in order to promote a swift and orderly transition to a peacetime economy of free independent private enterprise with full employment and maximum production in industry and agriculture, and to assure the general stability of prices and costs and the maintenance of purchasing power which are indispensable to the shift of business enterprises from wartime to peacetime production and of individuals from wartime to peacetime employment, it is hereby ordered as follows:

I.

1. The guiding policies of all departments and agencies of the Government concerned with the problems arising out of the transition from war to peace shall be:

A. To assist in the maximum production of goods and services required to meet domestic and foreign needs, (1) by assuring assistance in making available materials and supplies required for the production of such goods and services; (2) by providing assistance to the conversion and utilization of war plants and facilities, both privately and publicly owned; and (3) by providing effective job placement assistance to war workers and returning service men and women.

B. To continue the stabilization of the economy as authorized and directed by the Emergency Price Control Act of 1942, as amended, and the Stabilization Act of 1942, as amended, (1) by using all powers conferred therein and all other lawful means to prevent either inflation or deflation; and (2) while so doing, by making whatever modifications in controls over prices, wages, materials and facilities are necessary for an orderly transition from war to peace; and

C. To move as rapidly as possible without endangering the stability of the economy toward the removal of price, wage, production and other controls and toward the restoration of collective bargaining and the free market.

2. The departments and agencies of the Government shall take vigorous, concerted and uniform action toward these ends and pursuant to this Order, under the guidance and direction of the Director of War Mobilization and Reconversion.

II.

During the transition to a free economy, the Secretary of Agriculture, the Federal Loan Administrator, and the Director of Economic Stabilization shall not only take all measures required by law to support prices but shall take such further measures authorized by law as may be necessary to prevent any collapse of values or discouragement of the full and effective use of productive resources.

III.

The Price Administrator, and in the exercise of his price responsibilities under the law the Secretary of Agriculture, shall, subject to such directives provided for by law as may be issued by the Economic Stabilization Director, take all necessary steps to assure that the cost of living and the general level of prices shall not rise. Subject to such authority the Price Administrator and in the exercise of his price responsibilities under the law the Secretary of Agriculture are authorized to make such adjustments in existing price controls as are necessary to remove gross inequities or to correct maladjustments or inequities which would interfere with the effective transition to a peacetime economy. In order that any price increases found necessary for these purposes will not result in an increase in the cost of living or in the general level of prices, the Price Administrator and the Secretary of Agriculture, respectively, shall (1) so far as is reasonable, practicable and necessary for this purpose, see that such price increases do not cause price increases at later levels of production or distribution, and (2) improve or tighten price controls in those fields which are important in relation to production costs or the cost of living in which in their judgment the controls have heretofore been insufficiently effective.

IV.

1. The National War Labor Board, and such other agencies as may be designated by the Director of Economic Stabilization with the approval of the Director of War Mobilization and Reconversion, are authorized to provide that employers may, through collective bargaining with duly certified or recognized representatives of the employees involved or, if there is no such representative, by voluntary action, make wage or salary increases without the necessity of obtaining approval therefor, upon the condition that such increases will not be used in whole or in part as the basis for seeking an increase in price ceilings, or for resisting otherwise justifiable reductions in price ceilings, or, in the case of products or services being furnished under contract with a federal procurement agency, will not increase the costs to the United States.

2. In addition to the authority to approve increases to correct gross inequities and for other specified purposes, conferred by Section 2 of Title II of Executive Order 9250, the National War Labor Board or other designated agency is hereby authorized to approve, without regard to the limitations contained in any other orders or directives, such increases as may be necessary to correct maladjustments or inequities which would interfere with the effective

transition to a peacetime economy; provided, however, that in dispute cases this additional authority shall not be used to direct increases to be effective as of a date prior to the date of this order.

Where the National War Labor Board or other designated agency, or the Price Administrator, shall have reason to believe that a proposed wage or salary increase will require a change in the price ceiling of the commodity or service involved, such proposed increase, if approved by the National War Labor Board or such other designated agency under the authority of this section shall become effective only if also approved by the Director of Economic Stabilization.

3. Officials charged with the settlement of labor disputes in accordance with the terms of Executive Order 9017 and Section 7 of the War Labor Disputes Act shall consider that labor disputes which would interrupt work contributing to the production of military supplies or interfere with effective transition to a peacetime economy are disputes which interrupt work contributing to the effective prosecution of the war.

V.

The War Production Board shall move as rapidly as feasible without endangering orderly reconversion and the stabilization of the economy to free business from its controls. During the transition it shall use all of its authorized powers to expand the production of materials which are in short supply; limit the manufacture of products for which materials or facilities are insufficient; control the accumulation of inventories so as to avoid speculative hoarding and unbalanced distribution which would curtail total production; grant priority assistance to break bottlenecks which would impede the reconversion process; facilitate the fulfillment of relief and other essential export programs; and allocate scarce materials or facilities necessary for the production of low-priced items essential to the continued success of the stabilization program.

THE WHITE HOUSE

August 18 ,1945

IMMEDIATE RELEASE IMMEDIATE RELEASE

NATIONAL WAR LABOR BOARD

B-2200
General Order No. 40

DIVISION OF PUBLIC INFORMATION
PRESS RELEASE

For Immediate Release
Monday, August 20, 1945

Cleared and Released Thru
The Facilities of the
Office of War Information

The National War Labor Board today unanimously adopted General Order No. 40. Text of the Order follows:

Pursuant to the authority granted to the National War Labor Board by Section I of Title IV of Executive Order 9599, dated August 18, 1945, the Board hereby enacts General Order No. 40 as follows:

Section 803.40 (a) Employers may, through collective bargaining with duly certified or recognized representatives of the employees involved, or, if there is no such representative, by voluntary action, make wage or salary increases without the necessity of obtaining approval therefor, upon the condition that ① such increases will not be used in whole or in part as the basis for seeking an increase in price ceilings or for resisting otherwise justifiable reductions in price ceilings, or, ② in the case of products or services being furnished under contract with a Federal procurement agency, will not increase the cost to the United States.

(b) The provision of paragraph (a) above shall be effective as of August 18, 1945, but this shall not preclude the selection by the party or parties of any earlier date as the effective date of the wage or salary increase. The provisions of this General Order shall not, however, operate as an approval of any wage or salary increase put into effect before August 18, 1945, and prior to receipt of any approval required by the Stabilization Act of October 2, 1942, or the Orders or Regulations issued thereunder.

(c) Wage or salary increases referred to in paragraph (a) above may be made notwithstanding any previous denial or modification of an application for approval thereof by the National War Labor Board or its agencies.

9575
8/21/45

IMMEDIATE RELEASE AUGUST 16, 1945

MB

STATEMENT BY THE PRESIDENT

Our national welfare requires that during the reconversion period production of civilian goods and services go forward without interruption, and that labor and industry cooperate to keep strikes and lockouts at a minimum. We must work out means for the peaceful settlement of disputes that might adversely affect the transition to a peace-time economy.

We have had an exceptionally good record of industrial peace during the war. We must take the necessary steps now to insure a continuation of this record in the reconversion period before us. We must also, in this period, continue the stabilization program, modifying it to meet the changes in our economy which are now taking place. To these ends:

1. In the near future I shall call a conference of representatives of organized labor and industry, for the purpose of working out by agreement means to minimize the interruption of production by labor disputes in the reconversion period.

The foundation of our wartime industrial relations was an agreement between representatives of industry and labor, who met at the call of the President immediately after Pearl Harbor. This agreement provided that "for the duration of the war there shall be no strikes or lockouts", upon condition that a National War Labor Board be established for the peaceful adjustment of unsettled disputes. Pursuant to that agreement the President, by Executive Order 9017, created the War Labor Board, and Congress, in the War Labor Disputes Act, confirmed and strengthened its authority.

The Board is an emergency agency. Its effectiveness has been rooted in the wartime agreement which led to its establishment. As a result of that agreement industry and labor, with but very few exceptions, have voluntarily accepted the Board's decisions in the disputes which have been certified to it as affecting the war effort. A new industry-labor agreement to minimize interruption of production by labor disputes during the reconversion period ahead of us is imperatively needed.

2. Pending the completion of the conference and until some new plan is worked out and made effective, disputes which cannot be settled by collective bargaining and conciliation, including disputes which threaten a substantial interference with the transition to a peace-time economy, should be handled by the War Labor Board under existing procedures. For that interim period I call upon the representatives of organized labor and industry to renew their no-strike and no-lockout pledges, and I shall expect both industry and labor in that period to continue to comply voluntarily, as they have in the past, with the directive orders of the War Labor Board.

3. The Stabilization Act is effective until June 30, 1946. During its continuance wage adjustments which might affect prices must continue to be subject to stabilization controls. With the ending of war production, however, there is no longer any threat of an inflationary bidding up of wage rates by competition in a short labor market. I am therefore authorizing the War Labor Board to release proposed voluntary wage increases from the necessity of approval upon condition that they will not be used in whole or in part as the basis for seeking an increase in price ceilings. Proposed wage increases requiring price relief must continue to be passed upon by the Board.

(over)

9460
8/17/45

4. The reconversion from wartime to peacetime economy will undoubtedly give rise to maladjustments and inequities in wage rates which will tend to interfere with the effective transition to a peacetime economy. For the remainin period of its existence, the Board should be given authority to deal with those maladjustments and inequities, whose scope and nature cannot be clearly foreseen. I am therefore issuing a new Executive Order which will carry forward the criteria for passing upon wage increases as originally laid down in Executive Order 9250, and which will also vest in the Board authority to approve or direct increases which are necessary to aid in the effective transition to a peace-time economy. The new Executive Order will continue the previous requirement that any proposed wage increase affecting prices, if approved or directed by the Board, will become effective only if also approved by the Director of Economic Stabilization.

5. The War Labor Board should be terminated as soon after the conclusion of the forthcoming Industry-Labor conference as the orderly disposition of the work of the Board, and the provisions of the War Labor Disputes Act permit; and after facilities have been provided to take care of the wage stabilization functions under the Act of October 2, 1942.

6. Meanwhile, the strengthening of the Department of Labor, and the unification under it of functions properly belonging to it, are going forward under plans being formulated by the Secretary of Labor. In these plans particular stress is being laid on the upbuilding of the U. S. Conciliation Service. With the return to a peace-time economy and the elimination of the present temporary wartime agencies and procedures, we must look to collective bargaining, aided and suplemented by a truly effective system of conciliation and voluntary arbitration, as the best and most democratic method of maintaining sound industrial relations.

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IMMEDIATE RELEASE IMMEDIATE RELEASE

NATIONAL WAR LABOR BOARD
B-2194
Regional
Instructions
WLB ✓

DIVISION OF PUBLIC INFORMATION
PRESS RELEASE

For Immediate Release,
Friday, August 17, 1945

Cleared and Released Thru
The Facilities of the
Office of War Information

Chairman George W. Taylor of the National War Labor Board today sent the following instructions to the Regional Boards, Commissions and Panels:

On August 16, 1945, upon receipt of the "Statement by the President" of the same date, the National War Labor Board took the following actions:

(1) Upon receipt of the new executive order which will be issued to carry out the policies outlined in the President's statement, a general order of the Board will be issued providing in substance that wage or salary increases may be made without the approval of the Board, upon the condition that such increases will not be used, in whole or in part, as the basis for seeking an increase in price ceilings, or for resisting otherwise justifiable reductions in price ceilings, or, in the case of products or services being furnished under contract with a federal procurement agency, will not increase the cost to the United States; provided, however, that such increases are agreed to by the duly certified or recognized representative of the employees involved, if there is such representative.

(2) Pending the issuance of the new general order, the staffs of the National Board, Regional Boards, and other Board agencies are directed to sort out all form 10 applications for Wage or salary increases not involving price relief that are before the agency either for original action or on appeal, and to mimeograph and prepare for mailing a communication to each of the applicants regarding the effectuation of their applications without the necessity of Board approval. When sent out, after issuance of the new general order, a copy of the communication should be attached to the Form 10 to which it relates and the Form 10 should be retained in the files of the Board agency.

(3) New and pending forms 10 requiring price relief are to be processed under the provisions of the forthcoming executive order which, as described by the President, "will carry forward the criteria for passing upon wage increases as originally laid down in executive order 9250, and which will also vest in the Board authority to approve or direct increases which are necessary to aid in the effective transition to a peace-time economy."

(4) The Board's general orders will be revised and reduced in number to conform to the new policies contained in the President's statement. All Board agencies will be supplied with the revised texts upon their issuance by the Board.

(5) In dispute cases in which the vote on the wage issues has not been completed by the Board or a Board agency prior to the close of business on August 16, 1945, the new wage policy will be applied as soon as the new executive order has been issued, but such application will not be retroactive to any date earlier than the effective date of the executive order. Dispute cases in which the vote on the wage issues was completed by the Board or a Board agency prior to the close of business on August 16, 1945, will be completed in terms of the policy which

(over)

prevailed as of the date the vote was taken, even if the directive order has not yet been transmitted to the parties, and the parties should be notified of the basis on which final action has been taken.

(6) Disputes appeals and appeals in Form 10 cases requiring price relief are to be handled as expeditiously as possible by all Board agencies, with the objective in mind of forwarding all appeals to the National Board within the next 30 days, as stated above, the old wage policy is to apply to all cases on appeal which were decided prior to the close of business on August 16, 1945.

ANALYSIS

Postwar Wage Authority of the War Labor Board

(Wage and Hour Reporter, December 4, 1944, pp. 3 and 4)

DEVELOPMENT: Does the War Labor Board have authority to issue wage orders which direct action after the war for the purpose of protecting employees in the post-war readjustment period? Or is the Board's authority over wages confined strictly to wartime adjustments?

In its Basic Steel decision, a majority of the Board asserts the Board's authority to rule on one postwar wage question by (1) approving the principle of severance pay for employees displaced through shutdown of outmoded plants or departments with a subsequent transfer of work to lower-cost plants and (2) ordering 86 basic steel companies to negotiate with United Steelworkers of America (CIO) on terms of such pay. (Basic Steel Companies,7 WHR pp. 1129, 1136)

Although the Board does not actually order severance pay in its directive, its approval of the principle under the circumstances of this case is a positive indication that the Board will grant some form of severance pay if the parties fail to reach mutual agreement on it.

BACKGROUND: The Board's wage powers depend on the Economic Stabilization Act of 1942 (1943 WH Man. 508), the term of which is limited to June 30, 1945, and on the War Labor Disputes Act, which, in respect of wages, affirms the powers conferred by the Stabilization Act. Independently, the War Labor Disputes Act confers on the Board power to make final settlement of disputes. Its term expires six months after the end of hostilities.

BASIS OF WLB'S AUTHORITY

Executive Order 9250, issued pursuant to the Economic Stabilization Act, defines "wages or wage payments" as "all forms of direct or indirect compensation * * * for personal services of an employee irrespective of when rendered, including bonuses, additional compensation, * * *.and any other remuneration in any form or medium whatsoever (but excluding insurance and pension benefits in a reasonable amount).

The Board has heretofore adhered generally to a policy of avoiding orders relating to the postwar period. An example is its refusal to order inclusion in current contracts of provisions requiring companies to pay weekend premium rates after the war which are not presently permitted under the Premium Pay Order (1943 WH Man 641). In one such case, the Board based its refusal on the fact, among others, that postwar conditions cannot be determined at present. (Glenn L. Martin, 7 WHR 1051) In other cases it has stated that it is concerned only with wartime contracts.

An apparent exception to this policy was made by the Regional War Labor Board at New York, which ordered the inclusion of a clause providing that the company should resume certain overtime practices upon termination of the Premium

Pay Order. The ground relied on, however, was that prior contracts between the parties had provided for similar overtime payments. (World Bestos Corp., 7 WHR. 802)

SEVERANCE PAY ISSUE

The question of severance pay is a relatively novel one before the Board, having been raised in the past usually in connection with severance pay for employees entering the armed forces. Orders for its payment in this connection have been refused except where the parties have agreed on it in the particular case or the company had paid it in most of its plants.

The nearest analogy to the order of severance pay in the Basic Steel case is an order in the case of New York Milk Distributors. In this case, the Board, through a special representative, attached the payment of severance pay as a proviso in its approval of a plan of the milk companies for consolidating delivery routes to comply with mileage restrictions of the Office of Defense Transportation.

The Board's approval of severance pay in its Basic Steel decision is specifically restricted by the limitation that the principle is approvable only under the circumstances of this case. The circumstances include the following significant factors:

SPECIAL FACTORS IN CASE

1. The steel companies stand to gain financially with reconversion to peacetime work since they can transfer their reduced workload from obsolete plants to lower-cost ones, many of which were built with government funds.

2. The employers are protected in part at least from financial loss in reconversion by carry-back provisions of the tax law. Insofar as dismissals are due to reconversion of facilities, the expense of severance pay is consonant with the financial protection of employers through the tax law.

3. No continuing liability exists with respect to people displaced by a return to peacetime conditions is involved.

SIGNIFICANCE: This decision would appear to extend the principle followed in the Milk Distributors case chiefly in that the effect of the action presently ordered may be expected to extend beyond, and possibly well beyond, the end of the war.

This extension is assailed by industry members of the Board as carrying the Board into "the field of overall postwar planning, beyond, in our opinion, the functions for which the Board was created and beyond the duties imposed upon it by law and Executive Orders."

The terms of the decision make it clear, however, that the employers are not being called on to meet part of the cost of technological displacement in any general sense of the word, nor are employees given any ground to believe that the Board is evolving a policy of this sort to be applied after the war. The present decision is tied to a situation in which special factors are present.

FUTURE POTENTIALITIES

Nevertheless, signs are not lacking that the policy may go further than this case. The steel industry is not the only one which is protected by the carry-back provisions of the tax law, nor is it the only industry in which economies may be effected by transferring production to lower-cost plants built during the war.

Over and beyond this consideration is the fact that formulas worked out during the stress of wartime conditions may find wider applications in time of peace. The sharing of the cost of technological progress through the dismissal wage, already experimented with in years past, now has the precedent of a very important decision by a federal agency backed with cogent though cautious reasoning.

Job content as basis for wage differential

(Taken from Wage and Hour Reporter for 12/18/44, page 1183

The Board sets aside the Regional Board's order awarding a five-cent hourly premium to employees in designated job classifications after five years of service in recognition of theif increased responsibilities in breaking in new employees. The issue is returned to the Regional Board for reconsideration by refining the job content for the employees doing the additional work in question and approval of the five-cent premium for all employees, regardless of length of service, who actually have such added responsibilities.

The Regional Board found merit in the union's claim that the burden of training and directing green men had fallen on the shoulders of a dwindling staff of experienced men. Because of the comparatively low rates paid by the cold storage warehouses, many trained employees had left for more attractive employment. Those older employees who remained were actually performing the work of "gang leaders," the union asserted, and should receive a separate classification, with compensation for experience, skill, and the added responsibility of breaking in such inexperienced help.

The company argued that it was improper to award such a length-of-service increase on the ground that a man's services at the end of five years did not increase in value sufficiently to warrant any premium over the wages paid after one year's service. It also contended that such increase was not the practice in the industry or area.

WAGES + HOURS DECISIONS - 1945

NATIONAL WAR LABOR BOARD

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Supplement No. 4

(with revised index to issues
on which opinions have been
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Division of Public Information

July, 1945.

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8366
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B-1995 3-14-45	Sunshine Cab Corp.	Gill	Majority	Vacations
		Hennessy	Dissenting	Vacations
B-1833A 3-30-45	Standard Fruit & Steamship Co.	Witte	Majority	Jurisdiction of WLB, Wage Differentials.
		(Knauss (Cannon	Dissenting	Jurisdiction of WLB,
		(Knauss (Cannon	Dissenting	Wage Differentials, Discriminatory Action,
B-1965B 3-18-45	Textile Case	Taylor	Majority	Summary of all issues
		(Bittner (Watt (Brant (Brownlow	Concurring	Substandards, Night Shift Differentials & Retroactivity.
B-1965C 3-28-45	Textile Case	(Skinner (Ahearn (Margetts (Roberts	Dissenting	Substandards, Wage Differentials & Retroactivity.
B-2003 3-22-45	Hoover Ball & Bearing Co.	Witte	Majority	Contracts, Wages
		(Knauss (Hennessy	Dissenting	Wages
B-2004 3-23-45	Southern California Aircraft Companies (6)	Gill	Majority	Wages
B-2008 3-25-45	Yale & Towne Mfg. Co.	(Margetts (Roberts	Dissenting	Vacations
B-2021 3-29-45	Tugboat Owners & Operators of Port of Balto.	Keezer	Majority	Workweek
		(Skinner (Knauss (Ahearn	Dissenting	Workweek
B-2024 3-30-45	Southern California Bakeries	Witte	Majority	Commission Payments, Wages.
		Garrison	Dissenting	Commission Payments, Arbitrator's Award & Wages.
B-1987A 4-14-45	U. S. Rubber Co.	Witte	Majority	Insurance Plans
		Feinsinger	Dissenting	Insurance Plans
B-2032 4-6-45	Dictaphone Corp.	Witte	Majority	Progression Schedules.
		(Margetts (Colgate	Dissenting	Progression Schedules.
B-2049 4-14-45	Glenn L. Martin Co.	Gill	Majority	Sick Leave, Merit Increases.
		(Ahearn (Cannon	Dissenting	Sick Leave, Merit Increases.
B-2058 4-20-45	Santa Maria Valley Growers & Shippers	Feinsinger	Majority	Overtime
		(Climer (Hennessy	Dissenting	Overtime

B-2061 4-22-45	New Orleans Sheet Metal Works Companies (6)	Day	Majority	Wages, Violations
		(Middleton (Howlett	Dissenting	Wages, Violations
B-1914A 4-23-45	Hotel Cecil	Keezer	Majority	Violation of Contract
B-2025E. 4-25-45	Bituminous Coal Case	Taylor	Unanimous	Night Shift Differentials, Travel Time, Vacations.
B-2069 4-28-45	Timken Roller Bearing Co.	Garrison	Majority	Union Security, Escape Clause, Union Activity.
B-2072 5-1-45	Pan American Petroleum Co.	Witte	Majority	Wage Brackets
		(Shipley (Walker	Concurring	Wage Brackets
		(Hennessy (Climer	Dissenting	Wage Brackets
B-2094 5-19-45	H. J. Heinz Co.	Feinsinger	Majority	Interpretation of Contract.
		(Roberts (Knauss	Dissenting	Interpretation of Contract.
B-2104 5-27-45	Ingalls Shipbuilding Corp.	Day	Majority	Grievance Procedure, Seniority, Discharges
B-2110 5-31-45	Bethlehem-Alameda Ship-Yards	McPherson	Majority	Closed Shop
		(Howlett (Paul	Concurring	Closed Shop
		Rowan	Dissenting	Closed Shop
B-2047A 6-1-45	Babcock & Wilcox Co.	Gill	Majority	Holiday Pay, Industry or Area Practice
B-2115 6-3-45	Western Electric Co., Inc.	Gill	Majority	Wages
		(Garst (McCall	Dissenting	Wages
B-2098A 6-6-45	Rano Tool Co., Inc.	Gill	Majority	Merit Increases, arbitration
		(Brant (Walker	Dissenting	Merit Increases, arbitration, retroactivity
B-2099A 6-5-45	Southern California Shipyards (11)	McPherson	Majority	Wage Differentials
		Rowan	Dissenting	Wage Differentials
B-2085A 6-6-45	Lever Bros. Co.	Gill	Majority	Wages, Night Shift Differentials.

8366

B-2124 6-18-45	Mill City Mfg. Co.	Keezer	Unanimous	Guide Rates
B-2152 6-19-45	Industrial Cotton Mills Inc.	Freidin	Majority	Union Security
B-2155 6-20-45	Douglass Aircraft Co., Inc.	Freidin	Majority	Grievance Procedure
		(Cannon (Hennessy (Knauss (Maloney	Dissenting	Grievance Procedure
B-1954C 7-11-45	W. L. Maxson Corp.	Gill	Majority	Automatic Progression
B-2145 7-3-45	Spaulding Bakeries Inc.	Gill	Majority	Night Shift Differentials
		(Maloney (Fales	Dissenting	Night Shift Differentials
B-2146 7-4-45	Norfolk Shipbuilding & Dry Dock Co.	(Paul (Howlett	Dissenting	Compensation for union Officials
B-2149 7-7-45	Atlantic Coast Wage Review	McPherson	Majority	Summary of all issues
		Day	Separate	Severance Pay
		(Middleton (Howlett	Dissenting	Upgrading & Promotions Severance Pay
B-2150 7-10-45	Bowen & McLaughlin	Freidin	Majority	Wages
		(Maloney (Hennessy	Dissenting	Wages
B-2157 7-14-45	Atlantic Foundry Co.	Witte	Majority	Bonuses
B-2158 7-14-45	Pacific American Shipowners Assn. et al	Feinsinger	Majority	Wages
		(Brant (Brownlow	Dissenting	Wages

Please Order
By B- Number

NATIONAL WAR LABOR BOARD
DIVISION OF PUBLIC INFORMATION

Week Ending July 14, 1945

PRESS RELEASE DIGEST

B-2150
7-10-45

Bowen & McLaughlin (Phoenix, Ariz.)
NWLB modified a ruling of the Tenth Regional Board (San Francisco) to provide that the company may continue to pay its existing wage rates, both while doing its present repair work and after it converts to heavy construction and incidental repair work. The Regional Board had authorized the company to pay existing rates to employees on the payroll as of February 3, 1945, date of its ruling, but directed the payment of lower rates based on brackets to employees in the same classification after that date. Public member Jesse Freidin, in a majority opinion, said "there cannot be found any basis in the record which would justify characterizing the company's present rates as unstabilizing... they have been in effect for the company's construction and repair operations since pre-stabilization days...we know of no warrant in Board policy for establishing a rate differential between present and future employees all of who, are to do the same type of work nor does the Board normally limit its approval, in rare and unusual cases, to specified periods of time or to the completion of specified contracts." Industry members wrote a dissenting opinion.

B-1888P
7-10-45

Wisconsin Telephone Co. (Milwaukee, Wis.) &
Ind. Union of Telephone Operators (No. 111-9855-D)
NWLB Telephone Commission unanimously granted increases of from $2 to $4 weekly in the starting rates and $5 to $7 in the maximum rates of some 4,500 female non-supervisory, traffic department employees. Progression schedules were shortened so that the maximum rates would be reached in from 5 to 10 years depending on the locality. The Commission also directed a maintenance of membership clause, increases in the differentials paid supervisory employees and extension of a 7-hour day, 35-hour week, now in effect in Madison and Milwaukee, to certain other cities. It remanded back to the parties the Union's demand for a more liberal sick leave plan.

B-1934C
7-11-45

W. L. Maxson Corp. & (No. 111-3253-D)
United Electrical, Radio & Machine Workers, Local 1217, CIO
Opinion by Public Member Lewis M. Gill explaining the formula directed by the Board (B-1934B) for the granting of merit increases within a rate range. "The Formula," Mr. Gill said, "is an attempt to give practical operation to the principle that the middle of the range is a rate which a normally competent employee is entitled to after a reasonable period on the job...a principle which has not been challanged by either management or labor during all of the extended discussions of this subject before and within the Board." The plan provides that "an employee whose performance meets the requirements of the job" shall progress to the midpoint of his rate range after four months in unskilled jobs, six months in semi-skilled jobs and eight months in skilled jobs. Any employee who is not advanced to the midpoint in the specified period may take the matter up through the grievance and arbitration machinery in the contract. Merit increases above the midpoint are to be determined by the

company, subject to appeal through the grievance machinery of any claims that the company "has acted in an arbitrary or capricious manner in its determination of such increases."

Mr. Gill concluded that the Board is "still of the view that clearly worked out objective standards of performance would be more likely to insure each employee a place within the range commensurate with his actual performance on the job, although there is indeed some doubt as to whether complete scientific accuracy can ever be attained in measuring an employee's worth. Be that as it may this order is the best we have been able to construct as a fair and equitable settlement of the issue where the parties have failed to agree on objection standards."

B-2151
7-9-45

Publishers Assn., of New York City &
Newspaper & Mail Deliverers' Union (No. 111-16125-D)
Telegram to parties involved in dispute informing them that unless work is resumed prior to 3:00 A.M. on Wednesday, July 11, 1945, the Board will withhold from the Union the provisions of its June 14 interim order calling for a closed shop and assuring the retroactivity of any wage adjustments.

B-2102B
7-11-45

NWLB added a paragraph to Section 2.51 (D) of its Rules of Organization and Procedure so as to permit the appointment of industry and labor members to a WLB panel from the same industry or international union as the parties involved in the dispute whenever it is determined that the dispute could be more efficiently handled by doing so. The industry members, however, must not have any interest in the Company involved, and the Labor member must not be a member of the local or have participated in any of the negotiations in connection with the dispute.

B-2111A
7-11-45

Higgins Industries Inc. (New Orleans, La.)
New Orleans Metal Trades Council, AFL (No. 111-12978-D)
NWLB affirmed a determination of the Shipbuilding Commission that the Company had legally terminated its contract with the union but extended the contract until consummation of a new contract or further order of the Board. The Commission had extended the contract for 30 days but had made further extension contingent upon the union being recognized or certified as bargaining agent for the employees the issue in dispute was whether the contract, having run its original two-year period, was terminable by either party on 30 days notice at any time or only on the contract anniversary date. The Commission ruled that the contract, after two years, was terminable at any time on 30 days notice by either party.

B-2152
7-10-45

Excerpts of remarks to union leaders concerning union obligations, made by Chairman George W. Taylor at a hearing on the strike of members of the United Rubber. Workers, CIO, at the Firestone Tire and Rubber Co., Akron, Ohio. "In this time of national emergency I think all of us, when we think of our jobs--I think every one of us realizes that our obligations continue to overshadow our rights. And in a democracy there are very strongly self-imposed obligations on people. The whole basis of the industrial relations program in America is a voluntary no-strike pledge, where free labor stepped up and said, 'Forget about our rights for the time being; our first obligation is to see that there are no strikes during war time. And they said, We will accept the War Labor Board decisions finally to resolve all disputes which arise between us.' That is the firm foundation on which

American Labor, free, outproduced the Axis and gave them a good whipping. And we still have the same job ahead of us."

B-2153
7-12-45 NWLB announced the appointment of Walter Gellhorn as Chairman of the Second Regional Board (New York), replacing Thomas L. Norton who resigned to become Dean of the New York City College School of Business and Civic Administration. Mr. Norton will continue as a part time public member of the Regional Board. Mr. Gellhorn, who is a graduate of Amherst College and Columbia University Law School, has been secretary to Justice Harlan F. Stone ; Attorney, Dept. of Justice; Regional Attorney, Social Security Board; Director, Attorney General's Committee on Administrative Procedure; Regional Attorney, OPA and its Assistant General Counsel from January, 1942 to September, 1943, and, for four months prior to joining the WLB, a special assistant to secretary of the Interior Harold L. Ickes.

B-2075D
7-12-45 Anthracite Coal Case
NWLB granted permission to the operations to pay to certain employees not members of the United Mine Workers the same travel-time and night shift differential payments contained in the union agreements. The adjustments are to be granted only to those employees whose jobs are immediately interrelated with those of members of the union and who perform at least part of their duties in conjunction with them, and whose rates of pay bear a "definite and constant relationship" to earnings of union members. These increases are to be made only if granted to all employees meeting the above requirements. The operators had asked for blanket approval to make the payments to all employees not under jurisdiction of the union. The Board placed the same limitations on approval previously granted to Bituminous coal operators.

B-2154
7-13-45 NWLB, in a statement, said that "accrued vacation payments and the payment of accrued annual and similar non-production bonuses to employees discharged for other than cause do not require approval of the Board if such payments are made on a pro rata basis. If an employer wishes to adopt a different plan, Board approval must be secured."

B-2155
-13-45 Bell Aircraft Corp. (Niagara Falls, N. Y.) &
United Automobile Workers, Local 501, CIO (No. 111-14630-D)
NWLB, on recommendations of its Airframe Panel, ruled that employees who have worked a minimum of 60 days and who are transferred to supervisory or other positions not covered by terms of the contract, shall retain their seniority while performing their new jobs and that the time spent on such work shall be added to their seniority status in the event they are transferred to their previous position. Union committeemen and members of the Executive Board shop committee are to hold the highest seniority in their division and are not to be laid off as long as there are employees remaining on the job who are covered by the contract. Ranking seniority was directed for stewards in their respective occupational groups. The Board also directed a maintenance of membership clause and check-off.

B-2156
7-14-45 NWLB amended its General Order No. 14 which authorized the War Dept. to pass on wage and salary adjustments for designated and civilian employees, to provide that the regular appeals committee of the Board will pass on appeals from rulings of the War Dept. Agency.

B-2157 Atlantic Foundry Co. (Akron, Ohio) &
7-14-45 United Steelworkers Of America, Local 1001, CIO (No. 111-10513-D)
NWLB vacated a finding of the Fifth Regional Board (Cleveland) which held that an 8% quarterly bonus based on the earnings of the company and paid to employees for 10 years, was not an integral part of the wage structure and therefore could be suspended without constituting a wage decrease. The Board unanimously determined that it would be inequitable to discontinue the bonus except by mutual consent of the parties. The bonus was not paid in the second and third quarters of 1944 after the union presented 24 demands including a 17¢ an hour increase. After the Board's decision in the basic steel cases which denied the union's major wage demands, the company paid the bonus for those quarters and is now paying the bonus. Public Member Edwin E. Witte wrote an opinion explaining the Board's unanimous action.

B-2153D Goodyear Tire & Rubber Co. (Akron, Ohio) &
7-15-45 United Rubber Workers of America, Local 2, CIO (No. 111-16495-D)
Navy Department, after receiving statement of the NWLB commenting on a proposed shortened and simplified grievance procedure to be followed during possession and operation by the Navy, has concluded that the "Memorandum of Understanding" containing the grievance procedure should not be effectuated in its present form and that no request should be made to the Board for approval under the War Labor Disputes Act. The Board objected to those parts of the Memorandum which excluded the international union from the final steps of the grievance procedure and made the decision of the Naval Officer in charge final in the last step of the proposed procedure, subject to appeal to the Board. The Board said that an order of the Fifth Regional Board providing for an impartial umpire to settle grievance should be carried out.

B-1051N NWLB issued a statement outlining the jurisdiction of its Steel Commission.
7-14-45 The Steel Commission was established pursuant to the Board's order of November 25, 1944 in the basic steel cases for the purpose of passing upon agreements on the elimination of intra-plant inequities and resolving disputes, if they should arise, concerning the elimination of those inequities.

B-2151A Publishers Assn. Of New York City &
7-12-45 Newspaper & Mail Deliverers' Union
NWLB unanimously resigned in its entirety its interim order of June 14, 1945, extending the contract between the parties.

B-2153 Pacific American Shipowners Assn. & American Export Lines Inc. et al &
7-14-45 American Communications Assn. Marine Local 3, CIO (Nos. 111-11524-D & 111-11523-D)
NWLB, in an order resolving 34 issues, denied a general wage increase to 3,500 ship radio operators. The dispute involves 29 Atlantic and Gulf Coast and 34 West Coast Steamship Companies. In a majority opinion, Public Member Nathan P. Feinsinger said that while the Board recognized the importance of services performed by ship radio officers, especially in war time "the narrow question before us is whether, under the wage policy of the Board applied to the facts in this case, the demand for a wage increase is justified at this time." The majority of the Board, he said, found no such justification. The labor members, in a dissenting opinion, summarized the arguments of the union in support of its demand for the increase. The Board's action in the case was taken on recommendation of its War Shipping Panel.

mvr files

Please order
By B- Number

NATIONAL WAR LABOR BOARD
DIVISION OF PUBLIC INFORMATION

Week Ending September 1, 1945

PRESS RELEASE DIGEST

B-2039B
8-25-45

Clarence O. Skinner, alternate industry member of the NWLB and Washington Manager of the Automotive and Aviation Parts Association, has been appointed as a regular industry member of the NWLB by the President. He succeeds Horace B. Horton, who resigned to return to private business. The President also appointed Earl N. Cannon, vice president of the American Trucking Association and vice president of the Yellow Truck Lines, Inc., Madison, Wisconsin, as an alternate industry member.

B-2207
8-28-45

AMERICAN STORES CO.,. THE GREAT ATLANTIC & PACIFIC TEA CO. AND FOOD FAIR STORES, INC., Philadelphia, S.W. Penn., S. New Jersey & Delaware & AMALGAMATED MEAT CUTTERS & BUTCHER WORKMEN, Locals 56, 195, 198, 199, AFL (Case No. 111-9081-HO)

A formally established sick leave plan which is in present operation is a proper subject for collective bargaining and should be incorporated into a collective bargaining agreement, the NWLB ruled in a decision affecting employees in 120 Atlantic and Pacific Tea Co. stores. The Board's decision, reached on August 1 also affirmed all other provisions of a directive of the Third Regional WLB at Philadelphia. The Regional Board's decision settled five issues in dispute between 470 stores operated by the American Stores Co., the Atlantic and Pacific stores, 70 Food Fair stores and four local unions of the Amalgamated Meat Cutters and Butcher Workmen of North America, AFL.

B-2120A
8-28-45

WATERFRONT EMPLOYERS ASSOCIATION OF THE PACIFIC COAST (Case No. 111-11744-D) & INT'L LONGSHOREMEN'S AND WAREHOUSEMEN'S UNION, CIO

A general wage increase of 5¢ an hour under the Little Steel formula, retroactive to October 1, and a paid vacation of one week have been ordered by the NWLB for approximately 15,000 longshoremen employed by members of the Waterfront Employers Association of the Pacific Coast. The Board's decision on more than 40 issues involved was completed August 18, with the wage issues having been decided prior to announcement of the Government's new wage policy.

B-2172-A
8-28-45

MELVILLE SHOE CORP., (Case No. 111-6642-D) & RETAIL SHOE SALESMEN'S UNION OF NEW YORK, Local No. 1268, and RETAIL SHOE SALESMEN'S UNION OF BROOKLYN AND QUEENS, Local No. 287

An order of the Second Regional WLB at New York which directed inclusion of a guaranteed full employment clause in a collective bargaining agreement was upheld by a majority of the NWLB because of facts peculiar to the case and does not mean that guaranteed employment will be directed in all cases "nor even that it will be normally directed," Public Member Edwin E. Witte said. He wrote a supplementary opinion because an organized campaign of protests to the Board against the decision "makes it desirable that the full facts having relation to this issue should be set forth...." An earlier opinion, released July 28 (B-2172) with the decision, covered only the issue of sick leave.

7237
9/6/45

B-2208 8-29-45	TEXAS MINING AND SMELTING CO., Laredo, Texas (Case No. 111-8144-D) & INT'L UNION OF MINE, MILL & SMELTER WORKERS, Local 412, CIO NWLB announced that it had directed an eight cent an hour across the board increase to employees of the Texas Mining and Smelting Co., Laredo, Texas, and a minimum hourly rate of 55 cents. The Board's action occurred on August 13 prior to the new wage policy. The case was also remanded to the Eighth Regional WLB for further action with respect to wages in the light of its certification as "rare and unusual."
B-2209 8-29-45	COOPER'S INCORPORATED, Kenosha, Wisconsin (Case No. 111-9399-D) & TEXTILE WORKERS UNION OF AMERICA, Local 2268, CIO The past seniority practice of Cooper's Inc., Kenosha, Wisconsin, which recognized length of service as the determining factor in regard to lay-offs and re-employment was directed continued by the NWLB. The National Board's decision, reached on August 7, affirmed a directive order of the Sixth Regional WLB at Chicago which was appealed by the company.
B-2210 8-29-45	Secretary of Labor Lewis B. Schwellenbach and the NWLB have completed arrangements for the certification of labor-management disputes from the Conciliation Service to the Board for the interim period immediately ahead, Secretary Schwellenbach and George W. Taylor announced in a joint statement. Letters exchanged by the Secretary and the Chairman and text of a statement adopted by the Board also were made public.
B-1888T 8-30-45	The National Telephone Commission of the NWLB today moved to dispose as rapidly as possible of all pending voluntary applications for approval of wage adjustments. The cases in question are those voluntary applications in which the employer has stated that he has no present intention of seeking rate relief but was reserving the right to include the proposed wage increases as part of the company's expenses in any future proceedings before state and federal agencies which regulate utility rates. It was determined that these cases will be considered by the Commission in the same light as cases in which an employer stated that he would use the proposed increase as a basis for seeking an increase in ceiling price and will be referred to the Office of Economic Stabilization if the Commission approves an increase.
B-2211 8-31-45	Regional War Labor Boards have been instructed to complete processing as quickly as possible pending cases involving alleged violations of the national wage stabilization law in order that such unsettled matters may not delay employers in obtaining prompt and definite liquidation of their war contracts and of their potential liabilities, the NWLB announced.
B-2212 9-3-45	Labor Day statement issued by Chairman George W. Taylor.
B-2213 8-31-45	Resignation of Dexter M. Keezer as a public member of the NWLB, effective September 1, has been accepted by the President.

B-2200C
9-1-45

Wage and salary increases which may be granted without WLB approval under General Order 40 include all non-basic wage or salary adjustments or changes in working conditions which result in an increase in earnings as well as increases granted by arbitration awards, the NWLB said in two interpretations of General Order 40.

B-2214
8-31-45

MARITIME CASE

NWLB directed an increase of $45 a month in the base wage of 100,000 seamen in offshore dry cargo operations, effective from the date of the elimination by the Maritime War Emergency Board of the present "voyage" bonus, which at its maximum amounted to 100 percent of the base wage or $100 (whichever was higher) and now averages $53 a month. The order, which may involve an increased cost to the United States, has been approved by the Director of Economic Stabilization.

ADVANCE RELEASE . ADVANCE RELEASE

NATIONAL WAR LABOR BOARD

B-2206
Instructions On
Pending Disputes

DIVISION OF PUBLIC INFORMATION
PRESS RELEASE

For Release In Morning Papers
Of Saturday, August 25, 1945
Radio: 7 a.m., Friday

Cleared and Released Thru
The Facilities of The
Office of War Information

The National War Labor Board today moved to encourage the settlement of pending labor disputes by direct management-labor negotiation in the light of the Government's new wage policy and the effect it has had in enlarging the scope of collective bargaining.

Pursuant to unanimous direction of the Board, Chairman George W. Taylor instructed the Regional Boards, Commissions and Panels to request the parties to 3,000 disputes pending before the WLB to try to settle all or some of the issues by a resumption of collective bargaining, to submit them to voluntary arbitration, or to agree to a shortened procedure for final disposition by the Board.

In any event, the wage issues in pending cases are to be processed under the new policy set forth in Executive Order 9599, which authorized the Board to approve such increases as may be necessary to correct maladjustments or inequities which would interfere with the effective transition to a peacetime economy.

The instructions pointed out that because of "the Executive Order and the effect it has had in enlarging the scope of collective bargaining and of the other events that have occurred since these disputes were first certified to the Board, it is quite possible that many of the pending cases or some of the issues can be resolved by agreement of the parties. Moreover, even if such agreement cannot be reached, the parties may be agreeable to a streamlined procedure for the final disposition of their case. They may, for example, be willing to submit their dispute to voluntary arbitration (using either an arbitrator mutually agreed upon or one appointed by the Board or considering the panel or hearing officer's report as a final arbitration award); or they may be prepared to accept the Directive order of the Board agent as final, waiving any right of appeal; or certain issues may be withdrawn so as to leave for Board action only the really important ones."

Cases not settled through collective bargaining or arbitration are to be acted on as quickly as possible, either under a shortened procedure or, where that is not possible, in the usual manner, the instructions stated.

"The essential purpose is to achieve settlement of the dispute through agreement or voluntary arbitration or to complete processing of the case as quickly as possible," the instructions concluded.

The instructions are attached.

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8/24/45

NATIONAL WAR LABOR BOARD

Instructions to Regional Boards, Industry Commissions and Panels With Regard to Pending Cases in Which No Final Action Has Been Taken

August 22, 1945

There are now pending before the Board and its various agencies approximately 3,000 dispute cases in which final action by a Board agent has not yet been taken. In accordance with the Chairman's telegram of August 17, 1945, the wage issues in these cases are to be processed under the new policy set forth in Executive Order 9599 of August 18, 1945.

As a result of the new Executive Order and the effect it has had in enlarging the scope of collective bargaining and of the other events that have occurred since these disputes were first certified to the Board, it is quite possible that many of the pending cases or some of the issues can be resolved by agreement of the parties. Moreover, even if such agreement cannot be reached, the parties may be agreeable to a streamlined procedure for the final disposition of their case. They may, for example, be willing to submit their dispute to voluntary arbitration (using either an arbitrator mutually agreed upon or one appointed by the Board, or considering the panel or hearing officer's report as a final arbitration award); or they may be prepared to accept the directive order of the Board agent as final, waiving any right of appeal; or certain issues may be withdrawn so as to leave for Board action only the really important ones.

The orderly termination of the Board's work as provided for in the President's statement of August 16, 1945, makes it imperative that every effort be made to encourage the parties to renew collective bargaining or to resort to voluntary arbitration as a means of settling their disputes. If, in particular cases, neither of these courses is feasible, then the Board's duty is to proceed to a final decision as rapidly as possible and under as shortened a procedure as can be devised (by agreement of the parties where, under the Board's rules, that is necessary).

To this end, Board agents are directed immediately to take the following steps:

(1) In all pending dispute cases (i.e., cases in which no final action has been taken by a Board agent), the Board agent, through tripartite divisions, panels, hearing officers or special investigators, is to communicate with the parties and determine whether the parties are desirous of resuming collective bargaining (with or without assistance of the Board representative) or of submitting their dispute to voluntary arbitration. In those cases where a panel or hearing officer's report has already been transmitted to the parties for their comments, Board agencies may in their discretion proceed immediately to final action in the case.

(2) In any case where the parties do not agree to resume collective bargaining or to submit their dispute to voluntary arbitration, every effort should be made to devise a steamlined procedure for the handling of the case.

(3) The New Case Committee in Washington, with respect to cases already certified but not yet assigned for processing, and the National Disputes Director (in consultation with a tripartite division of the National Board) with respect to National Board cases, are to take the same action as outlined above in (1) and (2).

(4) Cases not settled through collective bargaining or arbitration should be acted upon as quickly as possible, either under a shortened procedure or, where that is not possible, in the usual manner.

(5) The steps outlined above are not intended to constitute an inflexible procedure to be used in every case. Each case should be handled in the light of its own particular facts and the past relationships of the parties. The essential purpose is to achieve settlement of the dispute through agreement or voluntary arbitration or to complete processing of the case as quickly as possible.

IMMEDIATE RELEASE IMMEDIATE RELEASE

NATIONAL WAR LABOR BOARD

DIVISION OF PUBLIC INFORMATION
PRESS RELEASE

B-2194
Regional
Instructions

For Immediate Release,
Friday, August 17, 1945

Cleared and Released Thru
The Facilities of the
Office of War Information

Chairman George W. Taylor of the National War Labor Board today sent the following instructions to the Regional Boards, Commissions and Panels:

On August 16, 1945, upon receipt of the "Statement by the President" of the same date, the National War Labor Board took the following actions:

(1) Upon receipt of the new executive order which will be issued to carry out the policies outlined in the President's statement, a general order of the Board will be issued providing in substance that wage or salary increases may be made without the approval of the Board, upon the condition that such increases will not be used, in whole or in part, as the basis for seeking an increase in price ceilings, or for resisting otherwise justifiable reductions in price ceilings, or, in the case of products or services being furnished under contract with a federal procurement agency, will not increase the cost to the United States; provided, however, that such increases are agreed to by the duly certified or recognized representative of the employees involved, if there is such representative.

(2) Pending the issuance of the new general order, the staffs of the National Board, Regional Boards, and other Board agencies are directed to sort out all form 10 applications for wage or salary increases not involving price relief that are before the agency either for original action or on appeal, and to mimeograph and prepare for mailing a communication to each of the applicants regarding the effectuation of their applications without the necessity of Board approval. When sent out, after issuance of the new general order, a copy of the communication should be attached to the Form 10 to which it relates and the Form 10 should be retained in the files of the Board agency.

(3) New and pending forms 10 requiring price relief are to be processed under the provisions of the forthcoming executive order which, as described by the President, "will carry forward the criteria for passing upon wage increases as originally laid down in executive order 9250, and which will also vest in the Board authority to approve or direct increases which are necessary to aid in the effective transition to a peace-time economy."

(4) The Board's general orders will be revised and reduced in number to conform to the new policies contained in the President's statement. All Board agencies will be supplied with the revised texts upon their issuance by the Board.

(5) In dispute cases in which the vote on the wage issues has not been completed by the Board or a Board agency prior to the close of business on August 16, 1945, the new wage policy will be applied as soon as the new executive order has been issued, but such application will not be retroactive to any date earlier than the effective date of the executive order. Dispute cases in which the vote on the wage issues was completed by the Board or a Board agency prior to the close of business on August 16, 1945, will be completed in terms of the policy which

(over)

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8/17/45

prevailed as of the date the vote was taken, even if the directive order has not yet been transmitted to the parties, and the parties should be notified of the basis on which final action has been taken.

(6) Disputes appeals and appeals in Form 10 cases requiring price relief are to be handled as expeditiously as possible by all Board agencies, with the objective in mind of forwarding all appeals to the National Board within the next 30 days. As stated above, the old wage policy is to apply to all cases on appeal which were decided prior to the close of business on August 16, 1945.

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NATIONAL WAR LABOR BOARD

August 27, 1945

The Honorable Lewis B. Schwellenbach
The Secretary of Labor
Department of Labor Building
Washington, D. C.

My dear Mr. Secretary:

On August 24, 1945, the National War Labor Board adopted, by majority vote, the following resolution:

> "That with respect to cases not yet certified to the War Labor Board, the Board recommends to the Secretary of Labor that in view of the issuance of Executive Order No. 9599, of August 18, 1945, the Conciliation Service should consult with the parties, making them aware of the changes in national wage policy, with a view to the resumption of collective bargaining, and conciliation procedures, if necessary, and the reconciliation of the issues in dispute by agreement of the parties or by a stipulation for arbitration, or by voluntary submission to the National War Labor Board for final and binding determination."

This resolution embodies a proposed policy of the Board to effectuate the President's interim or transitional program for the handling of labor disputes which are brought to the attention of the Government.

It is our common desire that a renewed emphasis be placed upon the full use of collective bargaining in disposing of labor disputes. There is also our mutual conclusion that the conciliation procedures of the Department of Labor can contribute substantially to the elimination of many disputed issues which the parties are unable to resolve alone. The Board's resolution of August 24 recognizes these considerations. It seems to us that a ready acceptance of numerous cases by the Board at this time would not only hinder the full use of collective bargaining procedures but would be incompatible with the program for termination of the Board's activities.

The resolution reflects, too, the Board's judgment that the spirit of the President's proposals requires the concurrence of all parties involved in the disposition of any case by the Board. Since such concurrence cannot now be based upon a general, overall agreement, such as that made by the Labor-Industry Conference in December, 1941, it is important that it be given in each particular case. We feel that, lacking such concurrence, the utility of recourse to the Board is limited.

The action of the Board in no way forecloses its consideration, in cooperation with the Department of Labor, of the handling of particular cases presenting special problems. Should a situation arise in which the combined efforts of the parties and of the Conciliation Service did not permit the type of disposition contemplated by this resolution, the Board would feel it desirable that its representatives should consult with those of the Department to determine upon procedures for handling the case.

I should like finally to suggest that, in effectuating the type of case handling suggested by the Board's resolution, the Regional staffs of the Board stand ready to assist the Conciliation Service during this period of transition to the end of securing settlements in the pending cases and in those which may arise. Under the resolution, such cooperation would be developed in connection with the handling of these cases prior to formal certification.

The Board will appreciate and await your advice as to this recommendation.

Very truly yours,

George W. Taylor
Chairman

NATIONAL WAR LABOR BOARD
Division of Public Information

September 4, 1945

FACT SHEET
The National War Labor Board in the Reconversion Period
(Supplement No. 2)

NEW DISPUTE CASES

Settlement of new labor-management disputes which may occur during the reconversion period presents different considerations than does settlement of the 3,000 disputes which were pending before the Board at the time the new national policies became effective. There are a number of reasons for such different treatment of new cases.

1. They must be treated in a manner which will not perpetuate a program justified only by the necessities of war, and which will speed the return to peacetime methods of settlement.

2. Since peacetime principles and procedures will involve
   (a) less government participation and
   (b) more reliance on collective bargaining
it is good government to work now in that direction.

3. In regard to this increased reliance on collective bargaining it is generally recognized as desirable to build up the United States Conciliation Service as an effective aid in peaceable collective bargaining.

4. It would be unwise to attempt to administer a program based on sanctions which no longer exist.

Procedure in New Cases

Steps to be taken in settlement of such new labor-management disputes normally will be taken as follows:

1. The Regional Boards and the Conciliation Service will seek to restore collective bargaining to its normal function. Every effort will be made to resolve these disputes without further governmental procedure.

2. If the parties cannot negotiate a settlement, they will be urged to refer the dispute to arbitration wherever possible.

3. If arbitration is not practicable, or if the parties desire further governmental participation in their settlement, the parties should agree to submit it to the War Labor Board for final and binding decision. Where the parties agree in advance to accept the Board's decision in the case, WLB will accept certification automatically from the Department of Labor.

4. The Secretary of Labor has the obligation (under Executive Order 9599) to certify to WLB disputes which might interrupt work contributing to the production of military supplies or interfere with effective transition to a peacetime economy. Therefore, where the Secretary finds it necessary to certify such a case (and where the parties have not agreed to accept the Board's decision), the Board will work out a procedure adapted to settlement of that particular dispute, on a case to case basis.

* * * *

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9/4/45

IMMEDIATE RELEASE IMMEDIATE RELEASE

NATIONAL WAR LABOR BOARD

B-2200-D
General Orders
(4, 12B, 30, 36)

DIVISION OF PUBLIC INFORMATION
PRESS RELEASE

For Immediate Release
Tuesday, September 4, 1945

Cleared and Released Thru
The Facilities of The
Office of War Information

The National War Labor Board today announced it had repealed two of its general orders and amended two others.

General Order No. 4, which exempted most employers of less than nine persons from wage controls, was repealed in view of the recent General Order No. 40, which permits all employers except those in the construction and building industry to make voluntary pay increases without Board approval if such increases will not be used as a basis for seeking an increase in price ceilings or result in an increase in cost to the government.

Also repealed was General Order No. 12B, which was a joint statement by the Board and the Commissioner of Internal Revenue setting forth the rules governing wage and salary adjustments by state, county and municipal governments and their agencies.

General Order No. 30 was amended to provide that increases up to 55 cents an hour may be made without Board approval even though they result in a request for a price increase or in increased cost to the government. Previously, increases between 50 and 55 cents under this order could not be made without WLB approval if they would affect prices or cost to the government.

The Territorial War Labor Board for Hawaii adopted a resolution (approved by the NWLB) amending General Order No. 36, which established the authority of the Territorial WLB and gave it the power to set its rules and regulations, subject to National WLB approval. The resolution extends the provisions of General Order No. 40 and 41 to the Territorial Board. General Order No. 41 exempts the buildin and construction industry from General Order No. 40.

The revisions are attached as prepared for publication in the Federal Register.

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9/4/45

IMMEDIATE RELEASE IMMEDIATE RELEASE

NATIONAL WAR LABOR BOARD

B-2200-D
General Orders
(4, 12B, 30, 36)

DIVISION OF PUBLIC INFORMATION
PRESS RELEASE

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The revisions are attached as prepared for publication in the Federal Register.

7223
9/4/45

TITLE 29 - LABOR

CHAPTER VI - NATIONAL WAR LABOR BOARD

PART 803 - GENERAL ORDERS

Section 803-4

The National War Labor Board has repealed General Order No. 4

Fred E. Desmond,
Acting Executive Director

(Approved: August 29, 1945)

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9/4/45

TITLE 29 - LABOR

CHAPTER VI - NATIONAL WAR LABOR BOARD

PART 803 - GENERAL ORDERS

Section 803-36

By virtue of and pursuant to the authority conferred on it by General Order No. 36 of the National War Labor Board, the Territorial War Labor Board for Hawaii has adopted the following resolution:

General Resolution No. 16. (a) Employers, may, through collective bargaining with duly certified or recognized representatives of the employees involved, or, if there is no such representative by voluntary action, make wage or salary increases without the necessity of obtaining approval therefor, upon the condition that such increases will not be used in whole or in part as the basis for seeking an increase in price ceilings or for resisting otherwise justifiable reductions in price ceilings, or, in the case of products or service being furnished under contract with a federal procurement agency, will not increase the cost to the United States.

(b) The provisions of paragraph (a) above shall be effective as of August 18, 1945, but this shall not preclude the selection by the party or parties of any earlier date as the effective date of the wage or salary increase. The provisions of this general resolution shall not, however, operate as an approval of any wage or salary increase placed into effect before August 18, 1945, and prior to receipt of any approval required by the stabilization Act of October 2, 1942, or the orders or regulations issued thereunder.

(c) Wage or salary increases referred to in paragraph (a) above may be made notwithstanding any previous denial or modification of an application for approval thereof by the National War Labor Board or its agencies.

(d) The provisions of this general resolution shall not apply to the building and construction industry until further notice.

Fred E. Desmond,
Acting Executive Director

(Approved: August 27, 1945)

TITLE 29 - LABOR

CHAPTER VI - NATIONAL WAR LABOR BOARD

PART 803 - GENERAL ORDERS

The National War Labor Board hereby amends General Order No. 30 to read as follows:

Section 803-30 - GENERAL ORDER NO. 30

Increases in wage or salary rates which do not bring such rates above 55¢ per hour may be made without the approval of the National War Labor Board although the increase will be used in whole or in part as the basis for seeking an increase in price ceilings or for resisting otherwise justifiable reductions in price ceilings, or, in the case of products or services being furnished under contract with a Federal procurement agency, will increase the cost to the United States.

Fred E. Desmond,
Acting Executive Director

(Adopted August 30, 1945)

TITLE 29 - LABOR

CHAPTER VI - NATIONAL WAR LABOR BOARD

PART 803 - GENERAL ORDERS

The National War Labor Board and the Commissioner of Internal Revenue hereby revoke the following General Order which constituted a Joint Statement with respect to Wage and Salary Adjustments by State, County and Municipal Governments and agencies thereof:

Section 803-12-B: General Order 12-B.

Fred E. Desmond
Acting Executive Director

Joseph D. Nunan, Jr.,
Commissioner of Internal Revenue

(Adopted August 20, 1945)

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TITLE 29 - LABOR

CHAPTER VI - NATIONAL WAR LABOR BOARD

PART 803 - GENERAL ORDERS

The National War Labor Board hereby amends General Order No. 16 to read as follows:

Section 803.16 - General Order No. 16

Increases which equalize the wage or salary rates paid to females with the rates paid to males for comparable quality and quantity of work on the same or similar operations, and increases in accordance with this policy which recognize or are based on differences in quality or quantity of work performed, may be made without approval of the National War Labor Board, provided that such increases will not be used in whole or in part as the basis for seeking an increase in price ceilings, or for resisting otherwise justifiable reductions in price ceilings, or, in the case of products or services being furnished under contract with a Federal procurement agency, will not increase the cost to the United States.

Fred E. Desmond
Acting Executive Director

(Adopted August 20, 1945)

CHAPTER VI - NATIONAL WAR LABOR BOARD

PART 803 - GENERAL ORDERS

The National War Labor Board hereby repeals the General Order No. 22 adopted December 8, 1942, and substitutes the following General Order No. 22 to read as follows:

Section 803.22 - Escalator Clause

No clause contained in any labor agreement, commonly known as an "escalator clause", relating to wages or salaries subject to the jurisdiction of the National War Labor Board, regardless of when the agreement was made, which provides for an increase in wage or salary rates, shall be enforced without the approval of the National War Labor Board if such increase will be used, in whole or in part, as the basis for seeking an increase in price ceilings or for resisting otherwise justifiable reductions in price ceilings, or, in the case of products or services being furnished under contract with a Federal procurement agency, will increase the cost to the United States.

Fred E. Desmond
Acting Executive Director

(Adopted August 20, 1945)

MVR 8/28/45 files
9822

NATIONAL WAR LABOR BOARD
Division of Public Information

August 28, 1945

FACT SHEET
The National War Labor Board in the Reconversion Period
(Supplement No. 1)

VOLUNTARY WAGE INCREASES

Bonus Payments

Employers are permitted to pay bonuses or gifts to any employee under WLB jurisdiction without approval of the Board, provided that the payment will not affect OPA price ceilings or costs to the Government. This also applies to any bonus payment made by an employer to a worker leaving his job for the immediate purpose of entering the armed forces. (Revised General Orders 10, 10-A)

Merit Increases, Other Individual Wage Increases
(Revised General Orders 5 and 9)

Because merit increases, promotions and the like normally are not subject to collective bargaining, and because the Board does not regard such increases as adjustments in job rates (but merely as movements between rate ranges or single rates), employers may continue to make increases in individual wages and salaries in accordance with any contract terms or in accordance with their established wage schedule. Such increases to individuals, which were not covered in the new policy on voluntary or negotiated increases (General Order 40), may be made by the employer providing they do not appreciably increase the level of production costs or affect price ceilings, in cases of:

1. Individual promotions or reclassifications.
2. Individual merit increases within established rate ranges.
3. Length of service increases within rate ranges, where based on established plans.
4. Increased productivity under piece-work or incentive plans.
5. Operation of an apprentice or trainee system.

General Order 31, which previously limited increases over such individual wage and salary increases, has been revoked.

Equal Pay for Equal Work

Employers may grant wage or salary increases without approval of the Board to bring the wages of women workers to the same level as those paid men -- if the women in the plant are doing the same job as the men and are doing it just as well, provided the increases do not affect price ceilings or costs to the Government. (General Order 16)

Escalator Clauses

"Escalator clauses" in union-management contracts, under which increases automatically are made because of changes in the cost of living, may not be enforced without approval of the Board, in cases where the increases would affect ceiling prices or costs to the Government. (Revised General Order 22)

(Over)

Increases under State and Federal Laws

Employers may place into effect, without approval of the Board, any increases necessary to comply with the Fair Labor Standards Act, or other state and federal laws. Any such increases made after April 8, 1943, may exceed the minimum substandard of 55 cents an hour as fixed by the Board, where permitted under the new policies on voluntary or negotiated increases, and where they do not affect price ceilings or costs to the Government. (Revised General Order 7)

Other General Orders

Various other general orders of a technical nature which were made obsolete by relaxation of controls under General Order 40 have been repealed or revised as follows:

Repealed:	General Orders 1, 1A, 2, 3, 11, 26
Revised:	General Orders 36 and 37

ADVANCE RELEASE MVR files ADVANCE RELEASE

NATIONAL WAR LABOR BOARD

DIVISION OF PUBLIC INFORMATION
PRESS RELEASE

B-2220
Quarterly Report
(Ending March 31)

For Release in Morning Papers
Of Tuesday, September 11, 1945
Radio: 7 P. M., Monday

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The Facilities of The
Office of War Information

Issues bearing on conditions of work, vacations, shift differentials, union security and other matters not affecting basic pay rates of workers are involved in 61 percent of the dispute cases brought before the War Labor Board for settlement, a quarterly report covering the first three months of 1945 showed today.

Dispute cases involving only non-wage issues--some 18 percent of all cases--affected 34 percent of the workers concerned in the cases, the report pointed out.

"The various forms of union security were an issue in the major proportion of these non-wage disputes, with maintenance of membership and the check-off of union dues the form of security most frequently sought," the report said.

Maintenance of membership was an issue in 35.8 percent of the cases while check-off was asked in 27.9 percent of the cases. Next in frequency were issues of wage adjustment retroactivity which occurred in 31.1 percent of the cases while questions involving hours of work and holidays were submitted for decision in 17.9 percent of the cases.

The report showed that the WLB, acting on 586 disputes cases involving no change in basic wage rates, most frequently ordered vacation plans. Vacation plans were ordered in 39.5 percent of the cases. Differentials for the second and third shifts were ordered in 8.8 percent of the cases while in 8.3 percent of the cases overtime premium pay was ordered. Other issues were settled in 7.2 percent of the cases.

Non-wage-rate adjustments also were involved in a large number of applications for voluntary adjustments, the report showed. Non-wage adjustments only were asked in 4,794 applications while both wage rate and non-wage rate adjustments were requested in 3,004 other applications.

"The approval of a vacation plan," the report said, "was the non-wage rate adjustment most frequently sought. This adjustment was an issue in 18 percent of the union cases and three percent of the non-union cases, and was approved in full or in part in 98 percent of the applications requesting it."

The report declared that the adjustments not affecting basic wage rates are more often requested in applications filed jointly by employer and union than in applications filed by employer alone.

"Thirty-one percent of the joint employer-union applications proposed adjustments of the non-wage-rate type, compared with 13 percent of the applications in which no union was involved. Applications involving unions are also more likely than the non-union applications to involve a combination of several issues," the report said.

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During the period covered, the report also showed, the WLB closed 46,887 voluntary cases, of which 45,836 involved adjustments actually requiring approval of the Board. Other cases, the report said, were withdrawn, referred to other agencies or did not require WLB approval.

A total of 2,167 dispute cases were closed by the Board during the period, the report revealed. Of these, 1,831 were disposed of by the Regional Boards, 97 by the National Board and 239 by Industry Commissions. Only 1,652 of all cases settled required the issuance of directive orders.

A copy of the report is attached.

NATIONAL WAR LABOR BOARD

Washington, D. C.

SUMMARY OF BOARD ACTIONS

January 1 - March 31, 1945

September 1, 1945

7206
8/29/45

STATISTICAL SUMMARY OF ACTIVITY JANUARY 1 - MARCH 31, 1945

This twenty-third report summarizes the activity of the National War Labor Board and its agencies on voluntary applications for wage or salary adjustments and dispute cases certified by the Secretary of Labor for the three-month period January 1 - March 31, 1945.

A. NWLB Activity on Voluntary Applications for Wage or Salary Adjustments

1. Number received and decided during the quarter

During the three-month period January 1 - March 31, 1945, a total of 48,489 new applications for approval of voluntary wage or salary adjustments were filed in the Regions, Commissions, Panels, and National Office of the National War Labor Board, an average of 3730 per week. During this period the Board processed 46,887 applications, leaving a backlog of 14,111 cases awaiting action. This backlog of unprocessed applications represents a workload of 3½ weeks in terms of the current rate at which cases are being decided.

Of the 46,887 voluntary cases closed by the National Board during the quarter, only 45,836 involved adjustments actually requiring Board approval. The remaining cases were referred to other jurisdictions or agencies of the Board, withdrawn by the applicant, or returned to him because Board approval was not required. Of the 45,836 applications requiring Board approval, 43,889 or 96% were available for tabulation.

2. Description of applicants for wage or salary distribution

AGENCY DISTRIBUTION Of the 43,889 cases tabulated for the quarter, the number of workers affected by the proposed adjustments was stated in 41,632 cases or 95 percent. A distribution of these cases by National War Labor Board Regions, Commissions, and Panels is shown below:

	Percent Distribution		Number	
Board Agency	Cases	Employees Affected	Cases	Emp. Affected
Regions	96.3	92.9	40,063	1,766,851
1 Boston	8.3	9.2	3,456	175,506
2 New York	15.8	15.7	6,611	299,446
3 Philadelphia	10.0	12.4	4,154	235,880
4 Atlanta	9.4	10.5	3,918	198,976
5 Cleveland	8.3	8.3	3,453	157,253
6 Chicago	16.5	14.7	6,859	280,531
7 Kansas City	6.4	5.1	2,651	97,453
8 Dallas	5.1	3.3	2,109	61,929
9 Denver	2.2	1.9	894	35,885
10 San Francisco	5.9	5.5	2,459	104,305
11 Detroit	4.9	4.9	2,031	92,374
12 Seattle	2.3	1.1	969	21,670
13 Hawaii	1.2	0.3	499	5,643

Commissions and Panels	3.6	5.3	1,509	99,833
West Coast Lumber	0.8	0.3	310	5,299
Non Ferrous Metals	0.2	0.3	102	6,484
Tool & Die	0.3	0.1	119	2,534
Trucking	0.4	0.5	185	8,989
Shipbuilding	0.4	2.2	183	41,642
Newspaper	1.4	0.8	568	15,273
Telephone Panel	0.1	0.9	32	16,483
Airframe Panel	*	0.2	2	2,856
War Shipping Panel	*	*	8	273
National Office	0.1	1.8	60	34,063
Total Cases	100.0	100.0	41,632	1,900,747

*Less than .05 percent.

More than one-third of the cases were decided by the Regional Boards in the New England and Middle Atlantic areas. An additional 30 percent of the cases were from the Chicago, Detroit and Cleveland regions, while about 8 percent of these applications were decided by the regions on the West Coast. The Commissions processed 3.6% of the total number of cases decided.

SIZE OF ESTABLISHMENT Almost half the cases (43%) decided by the Board and its agencies involved establishments employing fifty or less workers. Almost three-fourths of the total applications were submitted by establishments employing 200 or less; only 9% of the applications involved plants of more than 1000 employees.

TYPE OF APPLICANT Following the trend observed in previous months, about three-fourth of the cases (74 percent) were voluntary applications submitted by the employer alone, while the remaining 26 percent were filed jointly by employer and union. The union applications, which generally come from larger establishments, affected slightly more than half (51 percent) of the employees.

Type of Applicant	Total Cases		Employees Affected		Average No. Employed in Estab.	Average No. Affected by Adjustment
	Number	Percent	Number	Percent		
Employer alone	30,764	73.9	932,826	49.1	370	30
Joint employer-union	10,868	26.1	967,921	50.9	928	89
Total	41,632	100.0	1,900,747	100.0	517	46

FEDERAL CONTRACTS Thirty-one percent of the applications, including 55 percent of all the workers affected by the adjustments in these decisions were from firms holding federal contracts or subcontracts. However, only a very small percentage (1 percent) of these establishments and 4% of the total number of employees affected were working under cost-plus federal contracts.

3. Action taken on applications

Adjustments were denied entirely in a relatively small proportion of the cases (14 percent). However, in a considerable number of cases (40 percent) the requested adjustments were not approved in full but were modified either in amount or as to the number of workers to receive them.

Type of Applicant	Approved in Full		Approved in Part		Denied	
	Percent of Cases	Percent of Workers Affected	Percent of Cases	Percent of Workers Affected	Percent of Cases	Percent of Workers Affected
Employer alone	44.0	50.3	42.6	38.4	13.4	11.3
Joint employer-union	53.7	56.9	32.2	34.0	14.1	9.1
Total	46.5	53.7	39.9	36.2	13.6	10.1

In terms of denials of requested adjustments in wage or salaries, there was little difference in the treatment accorded applications involving unions and those not involving unions. A larger percentage of the joint applications from employer and union were approved in full than applications from employer alone, but the latter were more frequently approved in modified form than the former.

Most of the cases decided involved the application of brackets to correct interplant inequities. This principle was the determining factor in the decision in 62 percent of all cases decided, and was the basis for approval in 62 percent of the cases where an adjustment in wage or salaries was authorized. Only two percent of the cases were decided on the basis of the Little Steel Formula (maladjustments.) Less than 5 percent of the applicants requested increases in wage or salary rates to correct substandards of living, a decrease of almost 2 percent under the last quarter. This is a result of the revision of General Order No. 30 issued by the National War Labor Board on November 11, 1944, permitting employers to increase wage or salary rates up to 50 cents an hour without application to the Board. (The cases tabulated in this report were, of course, decided before the May 23, 1945 revision of General Order No. 30 allowing substandard rates to be raised to 55 cents per hour without prior approval of the Board.)

The group of cases decided for "other" reasons represents for the most part "fringe" issues such as vacation plans, shift differentials, or premium pay for overtime. Cases involving the introduction or modification of automatic progression schedules, setting of rates for new jobs, and the introduction or modification of a piece rate or incentive plan are also included in this group. Although only 23 percent of the cases were decided for "other" reasons, 58 percent of the employees affected are in this category.

Adjustments requested to correct substandards were approved more frequently than other types of adjustments.

Chief basis for Adjustment	All Cases		Total Employees Affected		Percent of Cases Approved
	Number	Percent	Number	Percent	
Gross inequity	25,944	62.3	560,139	29.5	85.4
Other	9,536	22.9	1,100,777	57.9	85.3
Intraplant	3,280	7.9	91,281	4.8	89.2
Substandard	1,930	4.7	88,809	4.7	98.4
Maladjustment	929	2.2	57,687	3.0	92.2
Rare & Unusual	13	1/	2,054	0.1	2/
Total	41,632	100.0	1,900,747	100.0	86.4

1/ Less than .05%.
2/ Too few cases to warrant computation of percentage.

4. Nature of adjustments in these applications

An increasing proportion of the voluntary cases coming before the agencies of the National War Labor Board involve adjustments not affecting basic wage rates. These issues which usually affect a relatively large proportion of the workers in a plant include plans for paid vacations, differentials for workers on second or third shifts, premium pay for overtime, payment of year-end, military service or severance bonuses, and a miscellaneous group of adjustments such as sick leave plans, payment for holidays not worked, awards for employee suggestions and the like.

Of the 43,889 decisions tabulated for the three-month period January 1 - March 1945, 4794 or 11 percent involved only "fringe" issues while an additional 3.004 or 7 percent involved such issues in combination with adjustments involving changes in base rates. As the table below indicates, the adjustments not affecting basic wage rates are more often requested in applications filed jointly by employer and union than in applications filed by employer alone. Thirty-one percent of the joint employer-union applications proposed adjustments of the non-wage-rate type, compared with 13 percent of the applications in which no union was involved. Applications involving unions are also more likely then the non-union applications to involve a combination of several issues.

Type of Applicant	Number				Percent			
	Total Cases	Involv. only w.rate issues	Involv. only n.w.rate issues	Involv. both w. rate & n.w.rate issues	Total Cases	Involv. only w.rate issues	Involv. only n.w.rate issues	Involv. both w. rate & n.w.rate issues
Employer alone	32,311	28,083	2723	1505	100.0	86.9	8.4	4.7
Joint employer-union	11,578	8,008	2071	1499	100.0	69.2	17.9	12.9
Total	43,889	36,091	4794	3004	100.0	82.2	10.9	6.9

The approval of a vacation plan was the non-wage-rate adjustment most frequently sought. This adjustment was an issue in 18 percent of the union cases and three percent of the non-union cases and was approved in full or in part in 98 percent of the applications requesting it. Unlike other "fringe" adjustments, a year-end or non-recurring bonus was requested more often by employers alone than by employer and union.

Chief Type of Non-Wage-Rate Adjustment	No. with specified Type of Adjustment			% with Specified Type of Adjustment			% with Specified Type of Adj. Approved
	All Cases	Emp. Alone	Joint Emp. & Union	All Cases	Emp. Alone	Joint Emp. & Union	
Adjustments involving no change in basic wage rates	7798	4228	3570	17.8	13.1	30.8	86.2
Vacation plan	3111	1060	2051	7.1	3.3	17.7	98.0
Shift differential	653	349	304	1.5	1.1	2.6	94.3
Overtime premium pay	1020	616	404	2.3	1.9	3.5	93.1
Non-recurring bonus	1143	1024	119	2.6	3.2	1.0	51.3
Other	1871	1179	692	4.3	3.6	6.0	81.1
No non-wage rate issues involved	36091	28083	8008	82.2	86.9	69.2	86.8
Total	43889	32311	11578	100.0	100.0	100.0	86.7

5. Adjustments in Cases involving immediate increase in base rates

AMOUNT OF ADJUSTMENT APPROVED Seventy-four percent of the total number of voluntary applications decided requested approval of an immediate increase in base rates. This is approximately the same percentage as in the last quarter but the number of employees for whom an increase was requested declined from an average of 27 employees per case during October through December 1944 to an average of 20 employees per case in the first quarter of 1945.

Of the 27,598 applications in which an immediate increase was one of the adjustments involved, the number of workers to receive the increased wage or salary rate was indicated in 26,193. These cases included an aggregate of 532,858 employees affected.

Adjustments were approved in full or modified form in 85 percent of these cases for a total of about 457,100 workers. The average hourly increase awarded to these employees was 6.3 cents or 9.0 percent of their straight-time hourly earnings which averaged 70 cents at the time of application. This estimate is derived from a study of 18,838 or 85 percent of the 22,226 cases with an immediate increase approved.

BASIS FOR ADJUSTMENT The figures below indicate the basis on which the immediate increases proposed were approved or denied. Most of these applications (79%) were designed to correct inter-plant inequities. Seven percent involved increases to correct substandards, and an additional ten percent sought to eliminate intraplant differentials. Only a negligible number involved the application of the Little Steel Formula or other principles of the wage stabilization program.

Chief Basis	All Cases			Increase Authorized in Approved Cases		
	Number of Cases	% of cases with spec. basis for adjustment	% of cases with spec. basis for adjustment approved	Av.st.time earn.before increase (cts.pr.hr.)	Average Increase cts./hr.	% inc. in str.-time av. hourly earnings.
Maladjustment	909	3.5	92.6	87	6.7	7.7
Substandard	1827	7.0	98.4	53	5.5	10.4
Interplant ineq.	20773	79.3	83.5	70	6.4	9.1
Intraplant diff.	2485	9.5	87.5	82	6.8	8.3
Rare and unusual	3	1/	2/	90	6.2	6.9
Other	196	0.7	31.6	88	5.0	5.7
All Cases inv. immediate inc.	26193	100.0	84.9	70	6.3	9.0

1/ Less than .05%

2/ Too few cases to warrant computation of percentage.

AVERAGE HOURLY EARNINGS OF EMPLOYEES AFFECTED The workers for whom an immediate increase was requested in these applications were predominantly in the lower-paid occupations. Ten percent of them were earning less than 50 cents an hour, while only eight percent were earning $1.00 or more.

The figures also indicate a tendency on the part of the Board to grant increases to workers already in the higher wage brackets less often than to those earning less. Although 99 percent of the requested increases for employees earning no more than 50 cents an hour were approved, increases were approved in only 70 percent of the cases where the workers straight-time rates averaged $1.00 an hour or more.

Straight-time average hrly. earnings (dollars per hr.)	Cases Involving Immediate				Inc. Granted in Appr. Cases	
	All Cases	% of Cases	% of Workers Affected	Percent of Cases with inc.approved	Average Increase	Percent Increase
Less than .40	145	0.6	1.7	93.8	10.4	29.7
.40 - .49	1318	5.0	8.0	99.2	6.3	13.5
.50 - .64	6171	23.5	22.6	94.8	5.6	9.9
.65 - .79	5630	21.5	16.5	87.4	5.9	8.2
.80 - .99	5009	19.1	14.9	80.5	7.0	8.0
1.00 - 1.24	2908	11.1	4.8	72.9	6.9	6.3
1.25 and over	1749	6.7	2.9	65.6	8.0	5.3
Not Stated	3263	12.5	28.6	83.1	-	-
Total	26193	100.0	100.0	84.9	6.3	9.0

6. Industry Classification

The distribution by industry group of the voluntary applications decided during the quarter was similar to that observed in previous reports. 23,970 (58%) of the cases and 73 percent of the employees affected were from the manufacturing industries. Nineteen percent of the manufacturing cases representing 30 percent of the employees affected were submitted by establishments in the iron and steel industry, and 3315 cases (14%) were from plants engaged in the processing and manufacture of food and tobacco. Twelve percent of the manufacturing cases were submitted by manufacturers of machinery.

Retail trade and wholesale trade accounted for 47 percent of the non-manufacturing cases tabulated and 42 percent of the employees affected. Twenty percent of the cases with 17 percent of the employees affected were submitted by the service industries, such as hotels, personal and repair services, etc.

In cases where an immediate increase was requested, the employees in manufacturing establishments received an average increase of 5.6 cents an hour (the largest increase 7.6 cents per hour - going to employees in the transportation industry), while the employees in non-manufacturing enterprises were awarded hourly increases which averaged 7.2 cents.

Industry Classification	Number of Cases	Number of Employees Affected	Percent of cases invol. Immediate Increase	Cases with Immediate Inc. Approv.		
				St.-time Av. hrly. earn. before inc.	Average Increase cts/hr.	% inc. in st.-time av. hrly. earnings
Manufacturing	23970	1393539	58.5	73	5.6	7.7
Iron & Steel & their products	4642	420293	46.4	77	6.2	8.1
Machinery including electrical	2981	187863	52.6	78	5.9	7.6
Transportation equipment	305	14620	57.0	72	7.6	10.6
Non-Ferrous Metals & their products	673	68388	58.2	78	7.4	9.5
Lumber & Timber basic products	666	13862	56.6	64	5.9	9.2
Textile Mill products	1472	136856	61.7	64	4.2	6.6
Apparel	1690	50798	65.6	65	6.8	10.4
Food & Tobacco	3315	139119	64.2	65	5.1	7.8
Chemicals & products of petroleum & coal	1914	95759	59.7	70	5.7	8.2
Rubber Products	241	19764	60.6	78	7.5	9.6
Miscellaneous Mfg.	6071	246217	65.7	81	5.7	7.0
Non-Manufacturing	17662	507208	68.9	64	7.2	11.3
Mining	723	21448	61.0	77	7.4	9.6
Construction	329	10455	62.6	84	31.2	37.0
Wholesale Trade	3737	65405	76.2	65	6.7	10.3
Retail Trade	4619	148316	64.8	58	6.9	11.9
Finance, Insur. & Real Estate	2523	56317	73.5	66	6.2	9.5
Transportation & Communication	1493	71311	62.4	76	6.3	8.3
Public Utilities	603	44330	65.5	77	5.2	6.7
Services	3492	85854	69.1	58	8.6	14.9
Other (non-mfg.)	143	3772	56.6	67	7.3	10.8
Total All Industries	41632	1900747	62.9	70	6.3	9.0

7. Price relief

In general, adjustments in wages or salaries authorized by the National War Labor Board and its agencies had little direct effect in terms of lifting price ceilings. Less than one percent of the approved applications indicated that approval of the requested adjustment would occasion a request for an increase in the price ceiling of commodities or services or an increase in cost to the government where the applicant held a federal contract.

In many cases where the applicant states price relief will be sought if his application is approved, an increase in prices may not be permitted by the Office of Price Administration or the Office of Economic Stabilization. It is also possible on the other land, that in those cases where the applicant states that price relief will not be requested if his application for a voluntary wage or salary adjustment is approved, he may find it necessary to submit a future request to the Office of Price Administration for a lifting of his price ceilings due to higher costs.

Price Relief Status	All Cases		Employees Affected		Percent of Cases Approved
	Number	Percent	Number	Percent	
Applicant States:					
Price Relief will be sought	270	0.6	34,765	1.8	83.7
Price Relief will not be sought	40,792	98.0	1,819,466	95.7	86.5
No Indication	570	1.4	46,516	2.5	86.1
Total Cases	41,632	100.0	1,900,747	100.0	86.4

B. National War Labor Board Activity on Dispute Cases

1. Number of Disputes Certified and Disposed of During the Quarter

During the three-month period January-March 1945, a total of 1,926 new disputes were received for settlement by the National War Labor Board. The major proportion of these cases (1,518 or 79 percent) were assigned to the Regional War Labor Boards. Three hundred and thirty-five cases, or 17 percent went to the Industry Commissions of the Board for decision, and only 73 or 4 percent were retained in Washington for disposition by the National Board itself. During the same period the War Labor Board closed a total of 2,167 disputes. 1,831 of these cases were disposed of by the Regional Boards, 97 by the National Board, and 239 by the Industry Commissions. Only 1,652 of these 2,167 dispositions required the issuance of directive orders by the Board and its agencies. The remaining 515 disputes closed were withdrawn by the parties, returned by the Board for further negotiation, referred to other jurisdictions or closed in some other way.

The backlog of disputes awaiting action by the National War Labor Board dropped from 3,011 at the beginning of the quarter to 2,770 at the end of the quarter. In terms of the current rate at which cases are being processed this backlog represents a workload of less than 16 weeks.

Of the 1,652 directive orders issued, a total of 1,404 (or 85 percent) were available for tabulation. The cases tabulated represent substantially all the directive orders issued by the Regional Boards, the National Board and several of the Industry Commissions, namely, the Non-Ferrous Metals Commission, the West Coast Lumber Commission, the Detroit Tool and Die Commission, the Newspaper Printing and Publishing Commission, the Trucking Commission, and the War Shipping Panel. No information was available on the 51 directive orders issued by the Shipbuilding Commission, the Wage Adjustment Board, and the Airframe Panel.

2. Characteristics of Disputes Decided

In 72 of the cases tabulated, the number of employees affected by the dispute was not stated, and in 51 of the cases the directive order merely referred the issues back to the parties for further negotiation or arbitration. It is from the remaining 1,353 cases involving a total of 1,146,060 employees that most of the statistics presented below are derived. The average dispute case decided during the first quarter of 1945 involved almost twice as many employees as the average case decided during the preceding quarter; an average of 847 employees were affected per case in January through March as against an average of 442 employees per case in October through December.

Though almost all of the cases involved wage issues, non-wage issues were frequently a factor in these disputes. Only 244 (18 percent) of these disputes involved non-wage issues only, but these cases affected a total of 391,180 employees or 34 percent. A considerably larger number, 577, or 43 percent of the cases, included non-wage issues in addition to wage issues.

Nature of Issues	Cases		Employees Involved	
	Number	Percent	Number	Percent
All cases involving wage issues	1,109	82.0	754,880	65.9
Wage issues only	532	39.3	*	*
Wage issues and non-wage issues	577	42.7	*	*
Non-wage issues only	244	18.0	391,180	34.1
Total	1,353	100.0	1,146,060	100.0

* not available

The figures below indicate the general nature of the issues in the 821 cases involving non-wage issues. Frequently cases involved more than one issue. The various forms of union security were an issue in the major proportion of these non-wage disputes, with maintenance of membership, and the check-off of union dues the form of security most frequently sought. The retroactivity of a wage adjustment was next in order of frequency--occurring in 255 cases. Hours and holidays were an issue in 147 disputes, and seniority in 93.

Non-wage Issues	No. of Cases in which Issue Occurred	Percent of Cases in which Issues Occurred
Union Security		
Maintenance of membership	294	35.8
Check-off	229	27.9
Union shop	25	3.0
Union recognition	29	3.5
Preferential hiring	5	0.6
Retroactivity of wage adjustment	255	31.1
Hours and holidays	147	17.9
Seniority	93	11.3
Duration of Contract	80	9.7
Grievances	97	11.8
Grievance machinery	90	11.0
Working conditions	72	8.8
Other	282	34.3
Total cases involving non-wage issues*	821	100.0

* Note: Since a dispute frequently involves more than one issue, the total number of issues is greater than the number of cases.

3. Action Taken on Disputes Involving Wage Issues

As already noted, 82 percent of the disputes with a total of more than 750,000 employees affected involved one or more wage issues alone or in combination with non-wage issues. These cases are discussed in greater detail below.

A wage adjustment of some sort was ordered in 83 percent of these wage disputes for a total of 455,000 employees affected. In a considerable number of cases the adjustment ordered was less than the union demand.

Nature of Board Action	Cases		Employees	
	Number	Percent	Number	Percent
Wage adjustment ordered	918	82.8	454,631	60.2
Wage adjustment denied	191	17.2	300,249	39.8
All cases involving wage issues	1,109	100.0	754,880	100.0

Almost half (46 percent) of the wage adjustments ordered were approved on the basis of gross (interplant) inequities. In 11 percent of the cases the adjustments were authorized to correct intraplant differentials. Relatively few adjustments (5 percent) were granted on the basis of the Little Steel Formula and about 8 percent were approved to correct substandards of living.

A large number of the adjustments (276 cases of 30 percent) were approved for "other" reasons. These cases for the most part represented "non-wage-rate" issues such as vacation plans, differentials for workers on second and third shifts, payment for overtime, and a group of miscellaneous adjustments relating to sick leave, holiday pay, payment for time lost through no fault of the employee and the like. Such adjustments do not change the basic wage rate for a given job, though they do affect the individual employee's earnings. Changes in rates resulting from changes in job content as well as the setting of automatic progression schedules are also included in this group.

4. Nature of the Wage Adjustments Ordered

The so-called "fringe" adjustments or adjustments not affecting basic wage rates, such as those mentioned immediately above, are more important in terms of frequency of occurrence in disputes than in voluntary applications.

Almost two-thirds of the disputes (64 percent) where a wage adjustment was ordered involved one or more non-wage-rate adjustments. Of the 918 disputes with wage adjustment ordered in the three-month period January-March, 336 or 37 percent involved only "fringe" issues, and an additional 250 or 27 percent involved "fringe" issues in combination with adjustments involving changes in basic rates.

Description of wage adjustment ordered	Percent of Cases	Percent of Employees Affected	Number of Cases	Number of Employees Affected
Change in basic rates only	36.2	39.5	332	179,560
Adjustments involving no change in basic wage rates	27.2	41.1	250	186,707
Adjustments involving change in basic rates and adjustments involving no change in basic wage rates	36.6	19.4	336	88,364
All cases with wage adjustment ordered	100.0	100.0	918	454,631

Of the non-wage-rate adjustments ordered, the introduction or modification of ~~a~~ vacation plan was the one most frequently an issue. Sixty-two percent of the disputes in which a non-wage rate adjustment was ordered involved vacation plans.

Chief type of non-wage-rate adjustment ordered	Number of Cases	Percent of Cases
Adjustments involving no change in basic wage rates	586	63.8
Vacation plan	362	39.5
Shift differential	81	8.8
Overtime premium pay	76	8.3
Non-recurring bonus	1	*
Other reasons	66	7.2
No non-wage rate issues involved	332	36.2
All cases with wage adjustment ordered	918	100.0

* Less than .05 percent

5. Amount of Increase Approved

In 668 or 73 percent of the disputes where a wage adjustment was ordered a change in basic wage rates was involved. Most of these wage-rate adjustments (568 or 85 percent) represented immediate increases in wage rates for the classifications involved. Of the disputes in which an immediate increase was approved, information on both the number of employees affected and the average hourly increase granted was available in 451 cases. In these cases the average increase awarded to a total of more than 130,000 employees was 6.2 cents per hour straight-time. Most of these increases were ordered to eliminate interplant inequities.

Chief Basis for Adjustment	Cases with Immediate Increase Granted		
	No. of Cases	No. of employees affected	Av. Hrly increase cents/hour
Maladjustment	38	11,857	4.4
Substandards	61	11,975	6.1
Gross (interplant) Inequities	285	85,578	6.1
Intraplant differentials	67	20,991	7.5
Other reasons	-	-	-
Total cases with amount of increase stated	451	130,401	6.2

6. Industry Classification

Seventy-four percent of all the disputes decided during the quarter arose in establishments primarily engaged in manufacturing. These disputes affected a total of 1,045,155 employees. Seventy-three percent of the disputes involving wage issues and 78 percent of the disputes involving non-wage issues, were from manufacturing enterprises.

Industry Classification	Total Cases		Cases involving wage issues		Cases not involving wage issues	
	Number	Percent	Number	Percent	Number	Percent
Manufacturing	994	73.5	805	72.6	189	77.5
Non-manufacturing	359	26.5	304	27.4	55	22.5
Total disputes	1353	100.0	1109	100.0	244	100.0

Wage adjustments were ordered for 391,178 employees in 81 percent of the wage disputes in manufacturing establishments and for 63,000 workers in 87 percent of the cases involving non-manufacturing establishments.

Industry Classification	Disputes Involving Wage Issues					
	Total		Adjustment Ordered		Adjustment Denied	
	Percent of Cases	Percent of Employees Affected	Percent of Cases with adjustment ordered	Percent of empl. with adjustment ordered	Percent of cases with adjustment denied	Percent of empl. with adjustment denied
Manufacturing	73.5	91.2	81.1	57.3	18.9	42.7
Non-manufacturing	26.5	8.8	87.2	87.8	12.8	12.2
Total	100.0	100.0	82.8	60.2	17.2	39.8

7. Price Relief Status

It is not possible without additional data to determine accurately the total effect of wage adjustments ordered in dispute cases on prices for the products or services of the establishments involved. The information available indicates that in 157 or 17 percent of the 918 disputes in which the Board ordered an adjustment in wages or salaries the employer stated during the processing of the case that he would request price relief in the event of Board approval. It is not known how many of these employers subsequently filed requests for price relief upon issuance of the directive order, nor how many of those requests which were filed were approved by OPA and the Director of Economic Stabilization. In 8[illegible] or 9 percent of the disputes where a wage adjustment was ordered the employers did not indicate whether they would require raising of price ceilings in the event the Board approved an increase.

8. Federal Contracts

A considerable number of these disputes involved establishments working under federal contracts. Of the 1,353 disputes decided during the quarter 670 or almost 50 percent arose in establishments holding government contracts. Forty-six percent of the disputes about wages and 68 percent of the non-wage disputes were from establishments working under federal contracts or sub-contracts.

Contract Status	All Cases		Cases involving Wage Issues				Cases not Involving Wage Issues	
	Percent of Cases	Percent of Empl. affected	Percent of Cases	Percent of Empl. affected	Percent with w. adjust. ordered	Percent with w. adjust. denied	Percent of cases	Percent of Emp.
No federal contract	50.5	13.4	54.5	17.0	84.3	15.7	32.4	6.6
Federal contract	49.5	86.6	45.5	83.0	81.0	19.0	67.6	93.4
Total	100.0	100.0	100.0	100.0	82.8	17.2	100.0	100.0

A D V A N C E   R E L E A S E   A D V A N C E   R E L E A S E

OFFICE OF WAR INFORMATION

NATIONAL WAR LABOR BOARD

B-2126
John Wood
U.S. Register
(Lunch Pay)

For Release in Morning Papers
Of Friday, June 15, 1945
Radio: 7 P.M., Wednesday

Cleared and Released Thru
The Facilities of the
Office of War Information

The National War Labor Board today affirmed two directive orders of the Eleventh Regional WLB at Detroit which directed the companies involved to continue their past practice in regard to paying employees for time spent eating lunch.

In a case of the John Wood Manufacturing Company, Muskegon, Michigan, the company was directed to continue paying for lunch periods when operations are on a three-shift basis, and of not paying for lunch periods when operations are on a one or two shift basis. Labor members dissented.

In a case involving the U. S. Register Company, Battle Creek, Michigan, the National Board affirmed the Regional Board's decision which denied the company's request to discontinue its practice of a paid lunch period, Industry members dissented.

The regular practice of the Wood 6ompany, when operating on three shifts, is to pay its employees for eight hours work with an allowance for a 15 minute paid lunch period. Employees in those departments not operating on three shifts do not receive any paid lunch periods.

The petition for review before the National Board filed by the United Automobile Workers, CIO, representing the 320 employees involved, stated that in certain departments the company has been paying for lunch periods on a two shift basis and that a substantial error was made by the Regional Board in directing paid lunch periods only on a three shift basis.

The National Board's action in the U. S. Register case was based on the fact that since the company had paid for a 20 minute lunch period since November 1942, it has become established as a regular practice.

The company's appeal stated that it had established the 20 minute paid lunch period primarily because of a patriotic desire to cooperate in a ride sharing program with nearby plants operating on three shifts. However, the company claimed, that since it was unable to operate three shifts many of its employees worked overtime and were unable to participate in the ride sharing program. It was because of this situation, the company said, that it desired to revert to its previous practice of a one-hour unpaid lunch period.

In its reply, the United Automobile Workers, CIO, representing the approximately 100 employees involved, contended that paid lunch periods are part of Wages and that in discontinuing this benefit the company is reducing the employees earnings.

The company manufactures air conditioning registers, bomb cluster adapters, projectiles and similar equipment.

The National Board's directive orders are attached.

6882
6/13/45

ADVANCE RELEASE ADVANCE RELEASE

NATIONAL WAR LABOR BOARD
DIVISION OF PUBLIC INFORMATION
PRESS RELEASE

B-2099A
Ship Repair
Differential
(West Coast)

For Release in Morning Papers
Of Tuesday, June 5, 1945
Radio: 7 P.M., Monday

Cleared and Released Thru
The Facilities of the
Office of War Information

The request of the Metal Trades Council, AFL, that the 11.6 percent differential on ship repair work prevailing on the West Coast in San Francisco and to the north be awarded to 11 Southern California shipyards was denied on the basis that the case was substantially the same as other cases in which the extension of the differential was previously denied by the Commission and the National Board, Chairman William H. McPherson of the National War Labor Board's Shipbuilding Commission said today in a written opinion explaining the Commission's recent decision in the dispute. (NWLB Press Release B-2099)

The union has filed a petition for review of the decision with the National Board.

In the opinion of the majority of the Commission, the Commission's decisions of December 1, 1943, involving five Southern California yards (Release B-1153) and the National Board's order of June 22, 1944, (Release B-1645) which affirmed the Commission's directive are controlling in the present instance, Mr. McPherson said.

The majority opinion emphasized that special provisions for payment for overtime employment and unusually dirty work, which the public members of the Commission have indicated might appropriately be awarded under the existing wage stabilization program, were not requested in this case. For this reason the public members were precluded from voting in favor of such provisions, the opinion said.

In a dissenting opinion, Edward B. Rowan, labor member, said that "it is the position of the Metal Trades Unions that there have been established ship repair zone standards, such standards having been arrived at in conferences sponsored by the Federal Government under its program of stabilizing working conditions in the shipbuilding industry, and that these standards are applicable to all ship repair work on the Pacific Coast in so far as such work is done for the federal procurement agencies who participated in the establishment of such standards."

The 11.6 percent repair differential exists in the San Francisco, Portland and Seattle areas, Mr. McPherson said, as a result of the provision of the "Pacific Coast Ship Repair Agreement" which was drafted by mutual agreement of management and labor and placed in effect on April 1, 1941, long before the introduction of the Wage Stabilization Program. This agreement is not in effect in the Los Angeles and San Diego area.

"The Metal Trades Councils of Los Angeles and San Diego and affiliated unions have presented in these two cases a two-fold demand for the introduction of the 11.6 per cent repair differential", Mr. McPherson said. "The first request of the Union is that the Commission find that the repair differential is automatically operative in the Southern California yards by virtue of the Ship Repair Agreement. In case the Commission should decline to make such a finding, the Union further requests that the introduction of the repair differential be ordered as a

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matter of equity. The Commission with Labor Members dissenting has declined to direct the introduction of the differential on either of these grounds. It has found that the Ship Repair Agreement does not apply to the relations between the parties involved in these cases, and has further declined to direct the introduction of the 11.6 per cent repair differential."

"The union argument in the present cases," Mr. McPherson said, "contains little new evidence on the question of the applicability of the repair agreement ..... The Southern California yards were not represented at the conference which drafted the agreement and that they have never given the ratification which is required under the terms of the agreement before it can become applicable to them. The majority, therefore, concludes that the National Board has already definitely ruled on this union contention."

"Some additional argument has been presented in the present cases regarding the claim that the repair differential should be awarded as a matter of equity. In the earlier cases the union supported this claim with the contention that repair work is more skilled, dirtier and less regular than new construction work. These contentions were thoroughly considered in the earlier opinions. In the present cases the union further contends that repair work is more hazardous and is performed under greater pressure."

Mr. McPherson said no evidence has been presented to prove that a greater hazard is involved, and that even if it could be established that there is a g greater element of risk, the difference would be sufficiently marked to justify a wage rate differential.

Mr. McPherson concluded: "Although the Public Members of the Shipbuilding Commission believe that special provisions for overtime employment and unusually dirty work can appropriately be approved or awarded in the Los Angeles and San Diego areas, no such award is included in the Commission's action in the present cases. The chief spokesman for the Union at the hearing made it abundantly clear that no such request was presented in this instance. In response to direct inquiry he stated in effect that the Union was requesting in these cases only the award of the 11.6 per cent repair differential and that it wanted to repair differential or nothing. The Public Members of the Commission therefore find themselves precluded in this case from voting in favor of such provisions for repair work compensation as they consider can appropriately be awarded under the existing Wage Stabilization Program."

In the dissenting opinion Mr.RBowan said that the evidence before the Commission in this case is more detailed and more specific than the evidence before the Commission in previous cases. This evidence, he said, indicated conclusively that the ship repair zone standards were arrived at "in exactly the same manner and for exactly the same purpose as the new ship construction zone standards were arrived at, and that the zone standards for ship repair have exactly the same scope, application and effect as do the zone standards for new ship construction. Zone standards for new ship construction were made applicable to the entire West Coast regardless of whether every individual shipyard or every individual union agreed or acquiesced in such standards. The principle of majority acceptance was evolved at that time by the government itself, and compliance with the zone standards for new ship construction were enforced by the simple expedient of refusing to let contracts to shipyards which did not conform to the standards. It was obviously necessary that application be coastwise if the government's stabilization program, deemed indispensable to the achievement of maximum production in ship construction and repair work, were to be achieved."

The opinions are attached.

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NATIONAL WAR LABOR BOARD
SHIPBUILDING COMMISSION

In the Matter of

ELEVEN SOUTHERN CALIFORNIA SHIPYARDS
(Standard Shipbuilding Corp., San Pedro,
San Pedro Boat Works, San Pedro
United Concrete Pipe Corp., Long Beach
Barbutt-Walsh, Inc., Terminal Island
Fellows & Stewart, Inc., Terminal Island
Harbor Boat Building Co., Terminal Island
Wilmington Boat Works, Inc., Wilmington
Concrete Ship Construction Co., National City
San Diego Marine Construction Co., San Diego
Benson Lumber Co., San Diego
Campbell Machine Co., San Diego)
All of California

May 28, 1945

Case No. 111-14094-D
(25-2639-D)

- and -

METAL TRADES COUNCIL OF LOS ANGELES, CALIF.
METAL TRADES COUNCIL OF SAN DIEGO, CALIF.
THE PACIFIC COAST DISTRICT METAL TRADES
COUNSIL, METAL TRADES DEPARTMENT, AFL

CONSOLIDATED STEEL CORP.
Maywood, California

Case No. 111-15083-D

- and -

LOS ANGELES METAL TRADES COUNCIL

OPINION

The case involving the eleven Southern California shipyards was certified to the National War Labor Board on February 16, 1945; and the hearing was held in Washington on March 7. The Consolidated case, involving the identical issue was certified on April 10, 1945. The Company and the Union waived a special hearing and rested on the evidence presented in the other case plus written statements. Special expedition has been given to the processing of these cases because the issue involved is of very great interest to thousands of shipyard workers.

These two cases involve the Union request for establishment of an 11.6 per cent repair differential in certain yards of the Los Angeles and San Diego areas. In the shipyards of the San Francisco, Portland and Seattle areas, most classifications of production workers receive for ship repair work wage rates that are 11.6 per cent higher than those paid to the same classification for new construction work. This 11.6 per cent reapir differential exists in those three areas as a result of the provisions of the "Pacific Coast Ship Repair Agreement" which was drafted by mutual agreement of management and labor and placed in effect on April 1, 1941, long before the introduction of the Wage Stabilization Program. This agreement is not in effect in the Los Angeles and San Diego area.

The Metal Trades Councils of Los Angeles and San Diego and affiliated unions have presented in these two cases a two-fold demand for the introduction of the 11.6 per cent repair differential. The first request of the Union is that the Commission find that the repair differential is automatically operative in the Southern California yards by virtue of the Ship Repair Agreement. In case the Commission should decline to make such a finding, the Union further requests that the introduction of the repair differential be ordered as a matter of equity. The Commission with Labor Members dissenting has declined to direct the introduction of the differential on either of these grounds. It has found that the Ship Repair Agreement does not apply to the relations between the parties involved in these cases, and has further declined to direct the introduction of the 11.6 per cent repair differential.

CASE HISTORY OF THIS ISSUE

A brief survey of the historical background of this issue will help to make clear the reasons for the Commission's decision.

Similar cases have already been acted upon by the Shipbuidling Commission and the National War Labor Board. Case No. 111-192-D (25-392-D) involving the San Diego Metal Trades Council and certain affiliated unions and three of the yards that are party to the present cases was certified by the Department of Labor on January 20, 1943. Hearings were held in March by a panel of the Tenth Regional War Labor Board. In July the case was referred to the Shipbuilding Commission, which held a hearing in Los Angeles in October. On December 1, 1943, the Shipbuilding Commission issued its Directive Order denying the Union request. 1/ Although no petition for review by the National War Labor Board was filed in this particular case, the American Federation of Labor did join in the presentation to that Board of an appeal of the identical issue in two other cases--2245-CS-D (25-373-D) and 25-648-A--involving a different Union and two other Los Angeles yards. In acting upon the appeal in these two cases, the National Board by Directive Order of June 22, 1944, affirmed the Commission's denial of the repair differential. 2/ The Board subsequently denied a Union request that it reconsider its decision.

COMPARISON OF CASES

In the opinion of a majority of the Commission, the Commission's decisions of December 1, 1943, in cases 111-192-D (25-392-D), 2245-CS-D (25-373-D) and 25-648-A and the National Board's Directive Orders of June 22, 1944, in the latter two cases are controlling in the present instance.

In the earlier cases the union argument placed chief emphasis on the claim that the repair agreement is legally applicable to the Southern California yards. In the present cases emphasis was placed on the contention that the Commission should order the introduction of the repair differential as a matter of equity.

1/ The basis of the Commission's action is set forth in detail in the Majority Opinion, 12 WLR 705 and 747.

2/ The basis of the Board's action is set forth in detail in the Opinion, 12 WLR 101.

An analysis of the majority opinions accompanying the decisions of the Commission and the Board in the earlier cases shows that the repair differential was denied on both of these grounds. The opinions, in fact, are devoted chiefly to a consideration of the merits of the request other than the legal applicability of the repair agreement.

NEW ARGUMENTS AND EVIDENCE

The Union argument in the present cases contains little new evidence on the question of the applicability of the repair agreement. It is the personal conclusion of the writer that there was probably a fairly general expectation of the parties to the Repair Agreement that the agreement would be accepted in the Los Angeles and San Diego areas. On the other hand, it is clear, as stated in the earlier opinions, that the Southern California yards were not represented at the conference which drafted the agreement and that they have never given the ratification which is required under the terms of the agreement before it can become applicable to them. The majority, therefore, concludes that the National Board has already definitely ruled on this Union contention.

Some additional argument has been presented in the present cases regarding the claim that the repair differential should be awarded as a matter of equity. In the earlier cases the Union supported this claim with the contention that repair work is more skilled, dirtier and less regular than new construction work. These contentions were thoroughly considered in the earlier opinions. In the present cases the Union further contends that repair work is more hazardous and is performed under greater pressure.

No evidence has been presented to prove that a greater hazard is involved. Even if it could be established that there is a greater element of risk, it seems unlikely to the writer that the difference would be sufficiently marked to justify a wage rate differential.

There is unquestionably a considerable pressure or urgency for the rapid completion of repair work. In time of war there is similarly great urgency for the swift completion of new vessels. In the writer's opinion, there is little difference in this respect between repair and new construction work under present conditions, though some distinction may exist in peace time. The urgency of repair work at present is, he believes, reflected chiefly in the existence of more overtime employment on an irregular basis on repair work, although no data have been presented on this subject. To the extent that such a distinction may exist, it is, in his opinion, a matter that merits consideration only with reference to the question of overtime rates for repair work.

The majority of the Commission concludes that the action of the National Board in the earlier cases is equally definitive on the question of the equity of awarding the repair differential. The majority has grave doubt as to the appropriateness of its giving consideration to new evidence in these cases, in view of the National Board's denial of reconsideration of its action in the earlier cases on the identical issue. This question, however, is of no particular significance, since such new argument and evidence as has been presented is, in our opinion, less compelling than that originally presented in the other cases.

It may be noted that the Procurement Agencies informed the Commission by letter of March 12, 1945, that in their opinion "the subject matter before the Commission is basically the same subject matter that was presented to the Commission in the earlier cases, and reaffirmed their letter of October 16, 1943, in opposition to the award of the proposed repair differential.

ANALYSIS OF EARLIER OPINION

It is the view of the Commission majority that the earlier opinions of the Shipbuilding Commission and the National War Labor Board in the earlier cases regarding the same issue are equally valid with reference to the two cases here considered. Subsequent evidence has disclosed that they are inaccurate in one or two minor details, but these inaccuracies relate only to certain illustrations that were clearly of no controlling significance to the conclusion reached.

The Union has frequently stressed certain language in the National Board's opinion which apparently anticipates the ultimate approval or award of certain special provisions affecting the compensation of repair workers. The following quotations from the opinion are especially significant in this connection:

> "The record in these cases makes it clear that, in the Pacific Coast shipbuilding areas now under consideration, there is frequently substantial economic justification for special wage allowance for work on ship repair as opposed to new construction. The historical justification for such an allowance is that ship repair work is occasionally dirtier, frequently requires special skill and affords less regular employment than work on new construction. During war time, the latter justification has largely disappeared, but the other justifications may retain and apply in varying degree to varying situations."

> "...it appears that some of the small yards in Southern California make no provision for special compensation for repair work, while the adequacy of the provision made by other yards has not been tested by detailed inquiry."

The Commission majority believes that a study of the opinion as a whole leads inevitably to the conclusion that the special compensation envisaged by its author was not a general wage differential of any kind, but rather some form of special provision for the compensation of overtime employment and unusually dirty work. If this be the proper interpretation of that opinion, the writer of the present opinion finds himself in complete accord.

LIMITATION OF UNION REQUEST

Although the Public Members of the Shipbuilding Commission believe that special provisions for overtime employment and unusually dirty work can appropriately be approved or awarded in the Los Angeles and San Diego areas, no such award is included in the Commission's action in the present cases. The chief spokesman for the Union at the hearing made it abundantly clear that no such request was presented in this instance. In response to direct inquiry he stated in effect that the Union was requesting in these cases only the award of the 11.6 per cent repair differential and that it wanted to repair differential or nothing. The Public Members of the Commission therefore find themselves precluded in this case from voting in favor of such provisions for repair work compensation as they consider can appropriately be awarded under the existing Wage Stabilization Program.

Opinion by:

William H. McPherson, Chairman
Shipbuilding Commission

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NATIONAL WAR LABOR BOARD
SHIPBUILDING COMMISSION

In the Matter of:

ELEVEN SOUTHERN CALIFORNIA SHIPYARDS
(Standard Shipbuilding Corp., San Pedro
San Pedro Boat Works, San Pedro
United Concrete Pipe Corp., Long Beach.
Barbutt-Walsh, Inc., Terminal Island
Fellows & Stewart, Inc., Terminal Island
Harbor Boat Building Co., Terminal Island
Wilmington Boat Works, Inc. Wilmington
Concrete Ship Construction Co., National City
San Diego Marine Construction Co., San Diego
Benson Lumber Co., San Diego
Campbell Machine Co., San Diego)
All of California

May 28, 1945

Case No. 111-14094-D
(25-2639-D)

- and -

METAL TRADES COUNCIL OF LOS ANGELES, CALIF.
METAL TRADES COUNCIL OF SAN DIEGO, CALIF.
THE PACIFIC COAST DISTRICT METAL TRADES
COUNCIL, METAL TRADES DEPARTMENT, AFL

CONSOLIDATED STEEL CORP.
Maywood, California

Case No. 111-15083-D
(25-2842-D)

- and -

LOS ANGELES METAL TRADES COUNCIL

DISSENTING OPINION OF LABOR MEMBER

The majority of the Commission has refused to consider the contention of the American Federation of Labor Metal Trades Councils that the 11.6 per cent repair differential, as a Zone standard, is applicable to the entire West Coast for the claimed reason that the National Board's decision in earlier cases is controlling. This reasoning is in turn based upon the same misapprehension of the Metal Trades Councils' position that misled the National Board in its earlier determination. It is not the position of the Metal Trades Unions that there exists a formal contract on the West Coast binding all West Coast shipyards to pay the 11.6 per cent repair differential under principles of contract law. It is the position of the Metal Trades Unions that there have been established ship repair zone standards, such standards having been arrived at in conferences sponsored by the Federal Government under its program of stabilizing working conditions in the shipbuilding industry, and that these standards are applicable to all ship repair work on the Pacific Coast in so far as such work is done for the federal procurement agencies who participated in the establishment of such standards.

The evidence before the Commission in this case is more detailed and more specific than the evidence before this Commission in previous cases. This evidence indicates conclusively that the ship repair zone standards were arrived at in exactly the same manner and for exactly the same purpose as the new ship construction zone standards were arrived at, and that the zone standards for ship repair have exactly the same scope, application and effect as do the zone standards for new ship construction. Zone standards for new ship construction were made applicable to the entire West Coast regardless of whether every individual shipyard or every individual union agreed or acquiesced in such standards. The principle of majority acceptance was evolved at that time by the government itself, and compliance with the zone standards for new ship construction were enforced by the simple expedient of refusing to let contracts to shipyards which did not conform to the standards. It was obviously necessary that application be coastwise if the government's stabilization program, deemed indispensable to the achievement of maximum production in ship construction and repair work, were to be achieved.

This Commission, as the National Board before it, has confused the master ship repair agreement, arrived at previous to the establishment of ship repair zone standards, with such zone standards. What actually happened on the West Coast is that working conditions and ship construction and ship repair were established in two different manners or by two different processes. One method was that of formal contract--the Master Agreements--entered into thru private negotiation between the unions and the employers. Such a contract might presumably be said to bind only those who were parties to them. The second method took the form of zone standards established under government sponsorship and with government participation. Such standards, which also were incorporated into or formed part of the Master Agreements in respect to new ship construction and ship repair work, were necessarily applicable to the entire West Coast under the government program of stabilization by zone.

That in one instance the Master Agreement was entered into subsequent, and in the other prior to, the establishment of the zone standards is completely immaterial. The fact is that the six new ship construction zone standards and the five ship repair standards were established by governmental intervention and were, by their very nature and by the express declarations of the governmental representatives, to be applicable on a zone basis. It would seem extremely anomalous--indeed would approach a breach of faith--for the government now to declare that zone standards are something less than it has, up to now, declared them to be, and something less than they have, up to now, been regarded in actual practice.

As before stated, the zone standards for new ship construction were put into effect on a zone basis immediately upon approval by a majority of employers and unions. Similarly, in the case of the ship repair standards in respect to overtime pay and shift differentials, such standards were applied throughout the entire coast immediately upon certification by the Chairman of the Stabilization Committee that a majority of the employers and unions had agreed to such standards. Specifically, the newly established ship repair standards in regard to the overtime pay and shift differentials were applied to the shipyards of Southern California. I am completely unable to detect the slightest difference between standards relating to new ship construction and the five zone standards relating to ship repair, either as to purpose, nature, scope, application of manner in which such standards were arrived at. This being true, we are to be guided not by principles of contract law, but by those principles set up by the government itself when it proposed the establishment of zone standards in 1940 and 1941.

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Under these principles it is clear that the five ship repair standards, included in which is the 11.6 per cent differential for ship repair, having been accepted by a majority of the employers and labor organizations on the West Coast, and having been accepted by procurement agencies of the federal government and certified as standards by the Chairman of the Stabilization Committee, are applicable throughout the entire zone in which they were established, just as the ship repair standards in the other three zones are applicable throughout each of such zones. Maintenance of the integrity of the federal government in its dealings with organized labor requires that this Commission so hold.

Opinion by

Edward B. Rowan
Labor Member
Shipbuilding Commission

ADVANCE RELEASE ADVANCE RELEASE

NATIONAL WAR LABOR BOARD

DIVISION OF PUBLIC INFORMATION
PRESS RELEASE

B-2115
Western Electric
(Wage Adjustments)

For Release In Papers
Of Sunday, June 3, 1945
Radio: 7 p.m. Saturday.

Cleared and Released Thru
The Facilities of The
Office of War Information

The National War Labor Board today announced denial of an increase in the starting rates of 30,000 hourly-rates and salaried employees of the Western Electric Company, Kearney, New Jersey, Works, but directed increases in the job rates of four, five, or six cents an hour for 24,000 hourly-rated workers, as offered by the company, with increases in the same proportion for salaried employees' job rates.

A majority opinion by Public Member Lewis M. Gill stated that the increase in the starting rates had been denied because the rates in question are already above the approvable area rates, "the Little Steel formula has been exhausted, and no substandards are involved."

A dissenting opinion of Labor Members Delmond Garst and Ray McCall asserted that the denial of an increase in the starting rates "is in direct conflict with the evidence and the facts adduced before the Panel and the Board and is directly contrary to the unanimous Panel recommendations."

"It was incontrovertibly shown in this case," the dissenting opinion said, "that the company's starting rates are lower than is warranted by the starting rates being paid in the metropolitan area."

The labor members stated they were "disturbed by the fact that more than 70 percent of the employees in this plant are classified at the common labor grade or below."

They contended that such a distribution of employees is highly improper and indicates the need of relief for the workers.

"Job evaluation plans will become a mockery if they serve as a tool for concentrating almost all employees in the lowest labor grades," the opinion said.

The majority opinion stated that whether the majority of employees are in the lower labor grades carrying rates lower than what is claimed to be the average common labor rate in the New York metropolitan area or not "seems to be irrelevant since the rates are all above the applicable bracket minima."

The dispute between the company and the Western Electric Employees Association affiliated both with the National Federation of Telephone Workers and the National Committee of Communication Equipment Workers, arose when the parties were unable to agree on nine issues, although they executed a collective bargaining agreement on all other points.

In addition to settling the wage issue, which was separated into ten different demands, the Board directed:

1. The standard voluntary maintenance of membership clause with a 15-day escape period;

2. That an individual or group of employees shall have the right to present grievances either directly or through a union representative. Where management is required to settle a complaint by two or more employees, a designated union representative shall be notified so that he may participate;

3. That, with respect to seniority in promotions, there shall be no change in the present contract;

4. That the rights of management shall be preserved, except as limited by the specific undertakings assumed in the agreement between the parties, but any action taken in a matter appropriate for collective bargaining or treatment as a grievance may be brought up by the union for negotiation;

5. That all wage and salary increases ordered are effective as of February 21, 1944. The old contract expired October 31, 1943, but was twice extended by two written agreements, and at the end of the second extension, the terms were informally extended beyond February 21, 1944, with the understanding that the extension was without prejudice to any retroactive claim;

6. That the parties negotiate for 30 days on the issue involving the number of paid union representatives and the amount of time to be spent in presenting grievances;

7. That the request of the union with respect to subcontracting is denied with the recommendation that the parties try to reach an agreement on this matter for inclusion in their next contract; and

8. That the company proposal to include a provision recognizing that the contract terms are subject to future laws and regulations of government agencies be referred back to the parties for further negotiations.

As to wages, the union demanded an increase of all starting and job-rates by amounts varying from 14 cents to 27 cents an hour. The company opposed this, but on the basis of prevailing rates in the area, as directed by its own survey, proposed increases of four, five or six cents in job rates of all the hourly-rated grades.

These hourly rated workers comprise the production unit and number approximately 24,000 in the combined Kearney establishment which includes various annexes in Northern New Jersey and New York City. There are approximately 6,000 salaried employees.

The 470 hourly-rated classifications are distributed into ten labor grades with each grade having three rates---starting, job rate and top rate. The schedule for salaried employees is almost identical with the plan for the hourly-rated employees.

As to other wage demands, the Board:

1. Denied the union's request for elimination of the lowest grade in both th hourly-rated and salaried classifications with all employees in these grades promoted to the next higher grade;

2. Directed that the same scale of wages shall apply to male and female employees assigned to the same tour of duty, and that the wage and salary rates paid to females shall be the same as those paid men for comparable quality and quantity of work;

3. Denied the union's request that wage rates of employees who do the same work as employees of contractors working in the plant be increased to the latter's rates, if these are higher;

4. Denied the union's request for any increase in pay to accompany a grade promotion to an occupation outside the employee's previous family of occupations as to upgrading for the top grades, but granted it as to the two lower grades in both salaried and hourly-rated groups;

5. Directed that the company, as agreed to by the parties, shall pay employees who take inventory their standard hourly rates and average piece-work earnings if operations are not suspended. The union's request that seniority be applied in using employees for inventory work is denied;

6. Denied the union request that part-time bus hands be paid the job rate of the second from lowest grade instead of that of the lowest grade, but without prejudice to any claim of sex discrimination;

7. Directed that messengers and office boys and girls shall receive the rate of $22 per week after four weeks;

8. Denied the union's request for increases in the rates of trainee toolmakers.

Industry and labor members dissented on various parts of the order.

The Board's order and the opinion are attached.

NATIONAL WAR LABOR BOARD

In the Matter of:

Western Electric Company, Inc.
(Kearney Works)

Date: March 22, 1945

and

Western Electric Company Employees
Association, Inc. (affiliated with the
National Federation of Telephone Workers)

Case No. 111-8106-D

DIRECTIVE ORDER

By virtue of and pursuant to the powers vested in it by Executive Order 9017 of January 12, 1942, the Executive Orders, Directives and Regulations issued under the Act of October 2, 1942, and the War Labor Disputes Act of June 25, 1943, the National War Labor Board hereby decides the dispute between the parties and orders that the following terms and conditions of employment shall govern the relations between the parties:

1. Union Security. (a) All employees who, on May 4, 1945 are members of the Union in good standing in accordance with its constitution and by-laws, and all employees who become members after that date, shall, as a condition of employment, maintain their membership in the Union in good standing for the duration of the collective agreement in which this provision is incorporated, or until further order of the Board.

   The Union shall, immediately after the aforesaid date, furnish the National War Labor Board with a notarized list of its members in good standing as of that date.

   The Union, its officers and members shall not intimidate or coerce employees into joining the Union or continuing their membership therein.

   If a dispute arises as to whether an employee (1) was a member of the Union on the date specified above or (2) was intimidated or coerced during the fifteen-day "escape period" into joining the Union or continuing his membership therein, such dispute may be submitted for determination by an arbitrator to be appointed by the National War Labor Board. The decision of the arbitrator shall be final and binding upon the parties.

   (b) The Company shall, for said employees, deduct from the pay of each month, the Union dues for the preceding month and promptly remit the same to the official designated by the Union to receive such dues. The initiation fee of the Union shall be deducted in the same manner. There shall be no change in the existing arrangement for handling of the expense involved in the application of the check-off.

2. Grievances. The following provision shall supersede Article VII, Section I (a) and (b) of the contract between the parties:

"Any individual employee or group of employees shall have the right at anytime to present complaints to supervision, either directly or through a designated union representative, at the option of the individual employee or of the group. Where some action by management is required to settle a complaint which affects two or more employees, the designated union representative shall be notified, so that he may participate in the settlement.

3. Seniority in Promotion. There shall be no change in the present contract provisions with respect to seniority in promotions.

4. Rights of Management. 'Except as limited by the specific undertakings assumed in the agreement between the parties, the Company shall continue to have the right to exercise its prerogative of managing the business, but any action taken in a matter appropriate for collective bargaining or treatment as a grievance may be brought up by the Union for negotiation through the procedure for collective bargaining or adjustment of grievances contained in the contract.

5. Wages. (a) The Union's request that grades 32 and 202 be eliminated from the wage and salary set up and that all employees in these grades be lifted into the next higher grade is denied.

(b) The same scale of wages shall apply to male and female employees assigned to the same tour of duty. In accordance with General Order No. 16 of the National War Labor Board, the wage and salary rates paid to females shall be the same as the rates paid to males for comparable quality and quantity of work on the same or similar operations.

(c) The Union's request that wage rates of the Company's employees who do the same work as employees of contractors working in the plant be increased to the rates of the latter, if higher, is denied.

(d) The Union's request for any increase of pay to accompany a grade promotion to an occupation outside the employee's previous Family of Occupations is denied as to upgrading above grades 34 and 204 but is granted as to upgrading from 32 to 33, 33 to 34, 202 to 203, and 203 to 204.

(e) As agreed to by the parties, the Company shall pay employees who take inventory their standard hourly rates and average piecework earnings if operations are not suspended. The Union's request that seniority be applied in using employees for inventory work is denied.

(f) The request of the Union that part-time bus hands be paid the job rate of grade 33 instead of that of grade 32 is denied without prejudice to the consideration of any claim of sex discrimination under the equal pay provision of the contract.

(g) Messengers and office boys and girls shall receive the rate of $22.00 per week after four weeks, which shall be the job rate.

(h) The Union's request that the rates for trainee tool-makers be increased in denied.

(i) Starting rates of hourly rated workers shall remain as they are. Job rates of hourly rated workers shall be increased by 4¢, 5¢, or 6¢ per hour, in accordance with the Company's proposals.

(j) Starting rates of salaried employees shall remain as they are. Job rates for salaried employees shall be increased in the same proportion as the job rates for hourly rated employees.

6. Retroactivity. All wage and salary increases ordered hereby shall be retroactive to February 21, 1944.

The procedure to be followed in making the retroactive payment to these employees who have either quit or been discharged shall be in accordance with the annexed copy of the Board's Resolution of April 2, 1942.

The foregoing terms and conditions shall be incorporated in a signed agreement reciting the intention of the parties to have their relations governed thereby, as ordered by the National War Labor Board.

7. Union Representatives. The issue involving the number of paid union representatives and the amount of time to be spent in presenting grievances is referred back to the parties for further negotiation and report to the Board at the end of 30 days from the date of receipt of this Directive Order.

8. Subcontracting. The request of the Union with respect to subcontracting is hereby denied. It is recommended, however, that the parties endeavor to reach an agreement in this matter for inclusion in their next contract.

9. Changes in Law. The issue involving changes in law if referred back to the parties for further negotiation.

10. The question of change in progression steps from starting rates to job rates for both wage and salaried employees is referred back to the parties for negotiation in the light of the job rates set by this order.

Representing the Public:
Nathan P. Feinsinger
Lewis M. Gill

Representing Labor:
(Dissenting from Paragraph 5(a), 5(c), rate of $22.00 in Paragraph 5(g), 5(h), denial of increase in starting rates in Paragraphs 5(i) and 5(j), Paragraph 7, and denial of Union's request regarding subcontracting in Paragraph 8):
Van Bittner
Ray McCall

SEAL

Representing Industry:
(Dissenting from Paragraphs 1, 2, 3, ommission of additional language from Paragraph 4, grant of increase in Paragraph 5(d), Paragraph 5(g), increase in job rates in Paragraph 5(j), Paragraph 6, and recommendation in Paragraph 9):
Hoey Hennessy
Frederick S. Fales

NATIONAL WAR LABOR BOARD

In the matter of: :

May 28, 1945

WESTERN ELECTRIC COMPANY, INC. :
(KEARNEY WORKS)
and :
WESTERN ELECTRIC EMPLOYEES
ASSOCIATION, INDEPENDENT :

Case No. 111-8106-D

MAJORITY OPINION

The Board's action in denying an increase in the starting rates in this case is a routine application of familiar wage stabilization principles which would not ordinarily warrant an explanatory opinion. One is being written only to answer the dissenting opinion of the labor members, which protects the decision but does not suggest any theory on which the increase could be justified under the wage stabilization regulations.

The facts are perfectly clear. The rates in question are already above the applicable bracket minima, the Little Steel formula has been exhausted, and no substandards are involved. The dissenting opinion states that the brackets should be revised upward, but the opinion is not burdened with any factual data or reasoning, to support that proposal, and no other basis for an increase is even suggested.

The purpose of the balance of the dissenting opinion is somewhat difficult to detect. There is an implication that some irregularity was involved in the method by which an increase in the job rates within the rate ranges was found to be justified. The parties were, it is true, afforded an opportunity to appear before the Board's Review Committee and submit additional information to aid in the resolution of this somewhat complex issue. It developed as a result of that meeting that the increase in job rates was quite in accordance with the Board's policies governing increases within rate ranges, and the Board therefore voted unanimously to grant the adjustments, which the Company had proposed. All this seems entirely in order.

The rest of the dissenting opinion is devoted to unfavorable comments on the Company's wage structure generally but is apparently not directed to any specific issue in the case. The burden of the discussion is that most of the employees are in the lower labor grades carrying rates lower than what is claimed to be the average common labor rate in the New York metropolitan area. Whether this observation is accurate or not, it seems to be irrelevant since the rates are all above the applicable bracket minima.

Opinion by: Lewis M. Gill, Public Member.

NATIONAL WAR LABOR BOARD

In the Matter of: :

WESTERN ELECTRIC COMPANY, INC. : May 17, 1945
(KEARNEY WORKS)
:
and CASE NO. 111-8106-D
:
WESTERN ELECTRIC EMPLOYEES
ASSOCIATION, INDEPENDENT :

DISSENTING OPINION OF THE LABOR MEMBERS

The denial of an increase in starting rates in this case is in direct conflict with the evidence and the facts adduced before the Panel and the Board and is directly contrary to the unanimous Panel recommendations. It was incontrovertibly shown in this case that the Company's starting rates are lower than is warranted by the starting rates being paid in the metropolitan area. In the light of these facts the Company urged that the minimum starting rates should be raised. While this case appears to be a dispute, this increase was requested by the Company and it was the Company's request which was turned down.

The Company's survey establishes that the bracket rates involved in this case are too low and should be revised. Surveys made by the Western Electric Company have, in the past, and particularly in the matter of the establishment of wage brackets in the metal trades, been given weight by the War Labor Board. We see no reason why they should be given less weight in this case.

While an increase in starting rates as proposed by the Company has been turned down, the Company's offer for an increase in job rates has been granted. These are the rates to which employees proceed by automatic progression. The circumstances surrounding this increase are peculiar and deserve mention. The Panel recommended an increase in the job rates based upon the survey referred to above. When it appeared, during the process of analysis, that the Board would reject this theory, the Company came forth with date claiming that it had maximum rates in each labor grade as follows:

LABOR GRADE	MAXIMUM RATE
32	.79
33	.89
34	.99
35	1.09
36	1.19
37	1.29
38	1.40
39	1.50
40	1.60
41	1.70

The Company claimed that since it had these maximum rates--and could have increased employees under established wage stabilization policies to these levels--there could be no objection to an increase in the job rates which would not exceed the level of the maximum rates. None of this was presented to the Panel and has not heretofore been made available to the Union. This new evidence was produced, apparently, in order to secure an increase in rates without a finding that the rates heretofore paid by the Company were substantially below area rates.

The legitimate wage demands of the workers in this case are revealed not only by the Company's survey comparing its wage rates with area rates but even more sharply by a close analysis of the Company's wage rate structure. The Kearney employees are divided into two main categories, approximately 24,000 hourly rated employees and 6,000 salaried employees. The hourly rated workers comprise the production unit. There are some 470 hourly rated classifications slotted into 10 labor grades, numbered 32 to 41. More than 50% of the employees are classified at labor grades below common labor. The average common labor rate for the New York area is more than 70 cents, which is the starting rate for labor grade 34. Labor grades 32 and 33 contain approximately 12,000 employees or more than 50% of the total production employees (23,300).

It is difficult for the labor members to understand the justice in permitting a company of this size to maintain more than 50% of its employees at rates below common labor, and yet have these employees perform various types of assembly and inspection work which certainly require skills greater than common labor. This is made obvious by an examination of the job descriptions of employees in labor grades 32 and 33. For example, drill press operator, labor grade 33, has the following job description:

> "Drill, Ream. Counterbore, Tap, etc. Small or medium size parts involving average tolerances for holes and positions using average type jigs and fixtures. Drilling operations incidental to small woodwork products also included in this grade. Bench or pedestal type 1 to 5 spindle presses are involved. Including making minor tool changes or spindle adjustments."

Then again, inspector-tester G, labor grade 32:

> "Inspect or check small parts or assemblies, work from simple drawings, inspect visually for finish, stamping, etc.; use feeler snap plug and indicator gages and simple electrical testing equipment. Work requires some judgment."

These jobs require some degree of skill and judgment, and are generally compensated above the common labor grade. Yet the company in this plant pays 55 cents for employees in labor grade 32 and 61 cents for employees in labor grade 33.

The labor members are greatly disturbed by the fact that more than 70% of the employees in this plant are classified at the common labor grade or below. Over 16,000 of the 23,000 employees are to be found in labor grades 32, 33 and 34. Such a distribution of employees in the plant is highly improper and indicates that some relief must be forthcoming to these workers, and the Board should have given consideration to their needs. The employees in labor grades 32, 33 and 34 are performing semi-skilled operations on various types of assembly which would normally be compensated at rates far in excess of those paid here. Job evaluation plans will become a mockery if they serve as a tool for concentrating almost all employees in the lowest labor grade.

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Another indication that the employees in this plant are being discriminated against in their wage rates is shown by a comparison of their average hourly earnings with the average hourly earnings of all manufacturing industry. The weighted average of earnings of all employees in this plant is approximately 80 cents, whereas the average for all ,anufacturing industry is $1.04. The average hourly earnings for employees engaged in the manufacture of electrical machinery is $1.06 for December, 1944, the last available BLS figure. The corresponding average for manufacture of communication equipment for December, 1944, was $1.01. A comparison of this Company's rates with all other communication equipment manufacturing would show an even greater discrepancy, since this Company's rates are included in the present average for the rest of the industry.

The Board should face the Western Electric picture with frankness. It seems that each time the Company and the Association come to the War Labor Board, it becomes evident that the Company's wage structure is low in relation to comparable rates in the area. In the first Western Electric decision rendered by this Board, on August 28, 1942 (2 WLR 292), Dr. Taylor stated:

> "The wage progression plan was the basic wage agreement between the parties. It was mutually agreed upon. A bareful analysis of the effect of the plan upon wages leaves no doubt that it did not work out satisfactorily. Both parties must accept responsibility for the result. They have an obligation, moreover, to remedy those defects of the plan which cause inequities and mutual dissatisfaction.
>
> In the lower grades, or Grades 32, 33, 34, and 36, the average wages received by all employees during the term of the agreement were considerably below the grade rates which are supposed to be approximately equal to the prevailing wages paid in the community for work of similar skill. The Company explains this result by pointing out that great numbers of new employees were hired during the year, particularly in Grades 32 and 33. These two grades, however, are rated below the task performed by common unskilled labor. Under the agreed-upon wage progression plan, however, newly-hired employees would not receive the grade rate, or the prevailing market rate, until after 18 months of service. The rate of progression specified for the lower labor grades was too slow to provide the grade rate to employees until long after they had attained average proficiency at their jobs.
>
> The inherent nature of the wage progression plan made it impossible for any occupational group in the lower brackets, where the labor force was being rapidly expanded, to receive average earnings during the year equivalent to grade rates or to prevailing rates. This is true of each of these occupational groups even if the average earnings are computed exclusive

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> of those employees with less than 3 months or less than 6 months tenure who might be considered as learners.
>
> The low average wage stiuation in the lower grades, inevitable under the agreed-upon wage progression plan, at a time of an expanding work force, was made even more difficult by changes in the prevailing wages in the community for work of comparable skill. The grade-rates specified in the labor agreement presumably represented the average wages paid in the community at the time they were agreed upon. They were not attained on the average by the occupational groups at Western Electric. Yet, during the year of the wage agreement, the prevailing wages in the community were increased. This was substantially met for the older employees by the general increases of March and June 1941, but not for the newly-hired employees who only received the wage progression increases."

As shown above, this statement is still true in some respects. It is not enough to direct adjustments merely in the job rates and the starting rates. The Board should also re-examine a wage structure under which almost three-fourths of the employees in a plant producing some of the finest precision equipment in the world is rated as common labor or below.

Delmond Garst

Ray McCall

A D V A N C E   R E L E A S E . . . A D V A N C E   R E L E A S E

NATIONAL WAR LABOR BOARD

DIVISION OF PUBLIC INFORMATION
PRESS RELEASE

B-1962 C
Meat Packing
(CIO, Independent)

For Release in Afternoon Papers
of Tuesday, June 5, 1945
Radio: 7 p.m., Monday

Cleared and Released Thru
The Facilities of the
Office of War Information

The National War Labor Board today announced the unanimous approval, with one modification, of a master agreement reached between 11 plants of Swift and Company and the National Brotherhood of Packinghouse Workers, an independent union. The terms of the agreement, as modified by the Board, are similar to those approved last month for Swift and Company, Armour and Company and the Amalgamated Meat Cutters and Butchers Union, AFL (Release B-1962B).

The agreement approved today, reached pursuant to directive orders of the Board, affects approximately 12,000 employees. It is subject to the approval of the Director of Economic Stabilization if the Office of Price Administration finds that price relief is necessary.

The provisions of the agreement relating to the elimination of inequities in the wage rate structures were modified by the Board to the effect that the adjustments shall not increase the wage rates by more than an average of two cents an hour for all employees within the bargaining unit. The agreement had provided for a two-cent hourly general wage increase in lieu of correcting inequities or, in the alternative, an average two-cent increase to be distributed in correcting the inequities.

In regard to the correction of the inequities, the Board stated that the situation presented in the plants in this case is "rare and unusual" as required by the March 8 directive of the Economic Stabilization Director, and that the adjustments approved "are not greater than necessary to attain an equitable and balanced wage rate schedule in the plants involved in this case." These adjustments are to be retroactive to February 1, 1945, the date specified in a previous directive order of February 20.

The Board approved other provisions of the agreement as submitted on the basis that they are "non-basic rate wage adjustments or changes in working conditions which are equitably required to meet a special or unique situation within the meat packing industry and are not of a precedent making character." Under these provisions:

1. All employees will receive an average wage increase of two and one-fourth cents an hour to compensate for time spent in changing into necessary work clothes, and 50 cents a week (one and one-fourth cents an hour) for the purpose of the necessary special outer garments.

2. The company will furnish the necessary work tools and the employees who repair and prepare them will be apaid for time spent doing so (expected to cost an average of three-eighths cents an hour).

3. The company will furnish a second lunch and will compensate employees for a second lunch period of 20 minutes in cases where they are required to work more than 10½ hours a day.

The Board also approved those parts of the agreement which included an increase in the weekly guaranteed hour of work or pay from 32 hours to 36 hours, for those employees who complete the first day of work in the week; a daily computation of piece work earnings, and application of the guaranteed minimum for piece workers on a daily basis.

The adjustments are to be effective at various dates as agreed upon by the parties.

The plants affected by the Board's decision are located at Fort Worth, Texas; St. Louis, South St. Joseph and Kansas City, Missouri; Minona and South St. Paul, Minnesota; Chicago; Marshalltown and Des Moines, Iowa; Cleveland, and Harrisburg, Pennsylvania.

In another decision, the Board substituted its standard price relief clause for the stay previously imposed on the provisions of the February 20 directive order which covered wage adjustments for 55,000 members of the United Packinghouse Workers, CIO, employed by the five largest companies in the meat packing industry. (Release B-1962). The Board had ordered the stay pending the completion of discussions with the Economic Stabilization Director on the procedure regarding price relief cases.

The companies affected by the lifting of the stay are Armour and Company, Cudahy Packing Company, John Morrell and Company, Swift and Company and Wilson and Company. Industry members of the Board dissented from the lifting of the stay for all companies but the Morrell company.

The National Board's directive orders are attached.

NATIONAL [illegible] [illegible]BOR BOARD

In the Matter of: : May 23, 1945

SWIFT & COMPANY :

and : Case No. 111-6319-D

NATIONAL BROTHERHOOD OF PACKINGHOUSE
WORKERS, CUA, IBSE DIVISION :

ORDER OF APPROVAL

By virtue of and pursuant to the powers vested in it by Executive Order 9017 of January 12, 1942, the Act of October 2, 1942, and the Executive Orders, Directives and Regulations issued thereunder, the National War Labor Board hereby approves the wage provisions of the Agreements entered into between the parties on May 15, 1945, which have been submitted to the Board for approval, subject to the following modifications and conditions:

I. 1. The provisions of the Agreement relating to the elimination of intra-plant inequities are modified to the effect that adjustments for that purpose shall not increase the wage rates in the plant by more than an average of two (2) cents per hour for all the employees within the bargaining unit. All agreements subsequently reached by the parties in accordance with this determination shall be submitted to the Meat Packing Commission for approval as required by the Supplementary Directive Order of February 20, 1945, with a right of appeal to the National War Labor Board as herein provided.

2. The adjustments made to correct intra-plant wage rate inequities for which a retroactive date of February 20, 1945 is specified shall be retroactive to February 1, 1945, which was the date in the Supplementary Directive Order of February 20, 1945, as adopted by the Board but not correctly set forth in the mimeographed copies of that Order.

II. 1. Acting under the authority of Paragraph (g) of the Supplement to the Directive of the Economic Stabilization Director of March 8, 1945 dated April 24, 1945, the Board finds that the provisions of these Agreements relating to the payment for time spent in changing special purpose outer working garments on the premises, the furnishing of such garments, payment for preparing and repairing tools and equipment, the furnishing of tools, working equipment and safety devices and the furnishing of a second lunch and payment for a second lunch period under specified conditions are non basic rate wage adjustments or changes in working conditions which are equitably required to meet a special or unique situation within the meat packing industry and are not of a precedent making character.

2. The Board finds that the situation presented in the plants involved in this case is "rare and unusual" within the meaning of Paragraph (d) of the Directive of the Economic Stabilization Director of March 8, 1945. The Board further finds that the adjustments approved or authorized in this Order of Approval to correct wage inequities are not greater than necessary to attain an equitable and balanced wage rate structure in the plants involved in this case.

III. The terms and conditions of employment set forth in this Order of Approval shall become effective only upon determination by the Office of Price Administration that these adjustments will not require any change of price ceilings, or, if no such determination is made, then upon approval by the Director of Economic Stabilization. The parties will be notified promptly of the action of the Office of Price Administration or the Director of Economic Stabilization.

Representing the Public:

Lloyd K. Garrison
Edwin E. Witte

Representing Labor:

Carl J. Shipley
Raymond McCall

Representing Industry:

James Hill
J. Holmes Davis

SEAL

NATIONAL WAR LABOR BOARD

In the Matter of :

SWIFT AND COMPANY :
ARMOUR AND COMPANY
WILSON AND COMPANY :
CUDAHY PACKING COMPANY
:
and
:
UNITED PACKING HOUSE WORKERS
OF AMERICA, CIO :

DATE: May 18, 1945

CASE NOS: 111-5544-D
111-5760-D
111-6000-D
111-5763-D

SUPPLEMENTARY DIRECTIVE ORDER

By virtue of and pursuant to the powers vested in it by Executive Order 9017 of January 12, 1942, the Executive Orders, Directives, and Regulations issued under the Act of Congress of October 2, 1942, and the War Disputes Act of June 25, 1943, the National War Labor Board hereby decides a part of the dispute between the parties and orders that the following terms and conditions of employment shall govern the relations between the parties, in supplement to the directive orders issued by the Board in these cases on February 20, 1945:

I. 1. The stay of the taking effect of the provisions relating to compensation in the Directive Order of the Board dated February 20, 1945 is hereby terminated, subject to the provision that the terms and conditions set forth in these directive orders shall become effective only upon determination by the Office of Price Administration that these adjustments will not require any change of price ceilings, or, if no such determination is made, then upon approval by the Director of Economic Stabilization. The parties will be notified promptly of the action of the Office of Price Administration or the Director of Economic Stabilization.

2. Acting under the authority of the Directive of the Economic Stabilization Director of March 8, 1945, and the Supplement thereto dated April 24, 1945, the Board finds that:

(a) The increase in the guaranteed weekly hours of work to be made to employees who fulfill the conditions of eligibility specified in the present contracts between the parties represents merely a modification of a practice which has long been followed by all major meat packing companies, which modification is equitably required to meet a special or unique situation or problem in the industry and consequently is not of a precedent making character.

(b) The provisions in the Board's Directive Order of February 20, 1945 applicable to specified companies only relating to the daily computation of piece work earnings, the beginning of the work week, the method of computing vacation pay, vacation pay to employees who enter the Armed Services, and the furnishing of a second meal and payment for a second lunch period under specified conditions all represent past practices followed by

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other major meat packing companies which employ a substantial majority of all employees to whom these directive orders are applicable and will not be unstabilizing in the in industry or in the areas in which the plants affected are locatdd.

II. The parties are directed to proceed with the elimination of intra-plant wage rate inequities and the establishment of an equitable wage rate structure in their several plants in accordance with the applicable provisions of the Interim Directive Order of December 7, 1944 and the Supplementary Directive Order of February 20, 1945.

III. The Meat Packing Commission will proceed promptly with the study of the whole problem of inter-plant inequalities as set forth in Paragraph E of Section 4 of the Supplementary Directive Order of February 20, 1945 with a view toward an early determination of the criteria which should be adopted in disposing of the pending grievances and cases involving differences in the wage rate levels in plants in different localities which are claimed by the Union to constitute a manifest.

Representing the Public:

George W. Taylor
Lloyd K. Garrison
Edwin E. Witte
Jesse P. Freidin

Representing Labor:

John Brophy
Carl J. Shipley
James A. Brownlow
Robert J. Watt

Representing Industry:
(Dissenting from Section I)

Vincent P. Ahearn
Charles S. Roberts
Clarence O. Skinner
George Bahrs

SEAL

NATIONAL WAR LABOR BOARD

In the Matter of: :

JOHN MORRELL AND COMPANY : DATE: May 23, 1945

and : CASE NO. 111-5914-D

UNITED PACKING HOUSE WORKERS :
OF AMERICA, CIO
:

SUPPLEMENTARY DIRECTIVE ORDER

By virtue of and pursuant to the powers vested in it by Executive Order 9017 of January 12, 1942, and the Executive Orders, Directives, and Regulations issued under the Act of Congress of October 2, 1942, and the War Disputes Act of June 25, 1943, the National War Labor Board hereby decides a part of the dispute between the parties and orders that the following terms and conditions of employment shall govern the relations between the parties, in supplement to the directive order issued by the Board in this case on February 20, 1945:

I. 1. The stay of the taking effect of the provisions relating to compensation in the Directive Order of the Board dated February 20, 1945 is hereby terminated, subject to the provision that the terms and conditions set forth in these directive orders shall become effective only upon determination by the Office of Price Administration that these adjustments will not require any change of price ceilings, or, if no such determination is made, then upon approval by the Director of Economic Stabilization. The parties will be notified promptly of the action of the Office of Price Administration or the Director of Economic Stabilization.

2. Acting under the authority of the Directive of the Economic Stabilization Director of March 8, 1945, and the Supplement thereto dated April 24, 1945, the Board finds that:

(a) The increase in the guaranteed weekly hours of work to be made to employees who fulfill the conditions for eligibility specified in the present contract between the parties represents merely a modification of a present practice, which modification is equitably required to meet a special or unique situation or problem in the industry and consequently is not of a precedent making character.

(b) The provisions in the Board's Directive Order of February 20, 1945 applicable to specified companies only relating to the daily computation of piece work earnings, the beginning of the work week, the method of computing vacation pay, and vacation pay to employees who enter the Armed Services, all represent past practices followed by other major meat packing companies which employ a substantial majority of all employees to whom these directive orders are applicable and will not be unstabilizing in the industry or in the areas in which the plants affected are located.

II. The parties are directed to proceed with the elimination of intra-plant wage rate inequities and the establishment of an equitable wage rate structure in their several plants in accordance with the applicable provisions of the Interim Directive Order of December 7, 1944 and the Supplementary Directive Order of February 20, 1945.

III. The Meat Packing Commission will proceed promptly with the study of the whole problem of inter-plant inequalities as set forth in Paragraph E of Section 4 of the Supplementary Directive Order of February 20, 1945, with a view toward an early determination of the criteria which should be adopted in disposing of the pending grievances and cases involving differences in the wage rate levels in plants in different localities which are claimed by the Union to constitute a manifest.

Representing the Public:	Representing Labor:	Representing Industry:
Lloyd K. Garrison	Raymond McCall	J. Holmes Davis
Edwin E. Witte	Carl J. Shipley	Lee H. Hill

SEAL

Please Order
By B- Number

NATIONAL WAR LABOR BOARD
DIVISION OF PUBLIC INFORMATION

Week Ending June 2, 1945

PRESS RELEASE DIGEST

B-2103
5-27-45
CHICAGO STOCKYARD PACKERS ASSN. (Chicago, Ill.) &
INT. BRO. OF TEAMSTERS, Locals 710, 721 & 742, AFL
NWLB affirmed a decision of the Sixth Regional Board (Chicago) which directed the Assn., representing 15 companies, to grant a 2¢ an hour general wage increase, allowable under the "Little Steel" formula to 900 truck drivers. The companies were directed to pay time and one-half for work in excess of 8 hours a day and to continue payment of time and one-half after 48 hours a week. Overtime is now paid after 10 hours a day or 48 hours a week. The companies were also ordered to pay vacation money in lieu of vacations to qualified employees who leave the service of the company.

B-2039A
5-27-45
Lee W. Hill, Allis-Chalmers Mfg. Co., has been appointed by the President as a regular industry member succeeding James Tanham who recently resigned. The President also appointed S. Bayard Colgate, Colgate-Palmolive-Peet Co., and Fred W. Climer, Goodyear Tire and Rubber Co., as alternate industry members. They have been substitute members. Mr. Hill has been with the Board for two years. He is also a director of the American Management Assn. and vice chairman of the National Assn. of Manufacturers' committee on labor relations. Mr. Colgate has been with the Board since May, 1943. He is also a director of the Yale and Towne Mfg. Co. and of the U. S. Pipe and Foundry Co. Mr. Climer has been with the Board since February, 1943. He has been with the Goodyear Co. since 1917.

B-2104
5-27-45
INGALLS SHIPBUILDING CORP. (Pascagoula, Miss.) &
METAL TRADES COUNCIL, AFL (No. 111-13437-D)
Shipbuilding Commission determined that the parties are in substantial compliance with its October, 1943, order with the exception of the union security provision of the order which the commission again directed the union to include in a written agreement. This provided that the company would urge all employees covered by the agreement to become members of their respective unions and would instruct its employment office and supervision personnel to advise new employees that their interests would be best served by becoming members of the union. The union has asked for a union shop. In a new dispute certified to the Board in January, 1945, the Commission directed the inclusion in the agreement of the 1943 union security provision and recommended that the parties (1) agree upon a time limit for referral of grievances from a joint or metal trades committee, and from management to the arbitration board; (2) agree upon an impartial third person to observe and make recommendations for the improvement of the grievance procedure, and (3) immediately negotiate a seniority clause covering promotions, lay-offs and rehirings. Jack Day, Commission vice chairman, wrote an opinion in the case.

B-2105 LIBBEY OWENS FORD GLASS CO. (Toledo, Ohio) &
5-29-45 FED. OF GLASS, CERAMIC & SILICA SAND WORKERS, CIO & WINDOW GLASS CUTTERS LEAGUE OF AMERICA, AFL (No. 111-529-D)

NWLB unanimously remanded to the Fifth Regional Board a dispute between the unions over installation of new machinery at two of the company's plants with instructions to meet with the parties and effectuate a settlement by agreement. The Regional Board, in 1943, directed the company to consult with both unions in negotiations dealing with installation of cutting machines, but in a later interpretation of this order stated that it became operative only if notice is given by one of the parties that re-opening, modification of termination is desired. The company and the AFL petitioned the Board for review of this interpretation. The AFL then served notice of cancellation of the contract, after which the Regional Board ruled that the CIO had the right to participate in the negotiations involving the use of cutting machines. The AFL, in its petition for review, stated that its rights were seriously prejudiced by the Regional Board's interpretation which allowed the CIO to participate in negotiations between the AFL and the company even though no changes in the use of the cutting machines are being contemplated.

B-2106 WESTERN UNION TELEGRAPH CO. & (No. 111-5674-D)
5-29-45 COMMERCIAL TELEGRAPHERS UNION, AFL & AMERICAN COMMUNICATIONS ASSN., CIO

NWLB unanimously ruled that grievances arising from the merger of Western Union and Postal Telegraph are to be settled by collective bargaining with the AFL in areas where the AFL is certified bargaining agent, instead of through arbitration as provided for in the Board's June, 1944 order. The arbitrator's authority is to continue indefinitely in the New York area where the employees are represented by the CIO union. For all other areas (where the AFL is the certified bargaining agent) the Board instructed the arbitrator (Max Meyer) to suspend all proceedings until further order. The AFL, in a statement to the Board, questioned the authority of the arbitrator over disputes and maintained that all remaining problems of seniority, integration and wage parity must be resolved through collective bargaining.

B-2107 ERWIN COTTON MILLS CO. (Erwin, N. C.) &
5-29-45 TEXTILE WORKERS UNION OF AMERICA, Local 250, CIO (No. 111-12324)

NWLB affirmed an order of the Fourth Regional Board (Atlanta) which directed the extension of an incentive wage system to jobs and departments not previously covered by the plan. The Board directed, however, that when the method of payment for hourly paid employees is changed to incentive rates they should be guaranteed compensation up to their hourly rate of pay at the time of the transfer regardless of their earnings under the new method. Any disputes arising from this change are to be subject to the grievance procedure of the contract.

B-2108 Letter of Chairman George W. Taylor advising the President of the facts
5-28-45 in the labor dispute at the Gaffney Mfg. Co. of Gaffney, S. C., which resulted in seizure by the Government. A strike over the company's refusal to extend an expired contract which included check-off of union dues began May 7.

B-2109 CINEFLEX CORP. (New York City) & (No. 111-10807-D)
5-30-45 UNITED ELECTRICAL, RADIO & MACHINE WORKERS, Local 1227, CIO

NWLB affirmed an order of the Second Regional Board (New York) which directed that length of service shall be the determining factor governing lay-offs and rehiring of employees of the Corp. Length of service, qualifications and ability and physical fitness, with length of service as the dominant factor are to be considered in promotions where the other factors are relatively equal. The Regional Board's action on promotions was based, in part, on the recognition of the fact that once an employee is retained in a department for any length of time, it is presumed that he is capable of performing his job satisfactorily. The order also provided for a grievance machinery to decide problems of seniority.

B-2110 BETHLEHEM ALAMEDA SHIPYARD INC. (Alameda, Calif.) &
5-31-45 BAY CITIES METAL TRADES COUNCIL, AFL (No. 111-7922-D)

Shipbuilding Commission denied the union's request for a closed shop in the two yards involved "in order to conform to the clearly established policy of the Board on the issue of union security," Chairman William H. McPherson said in a majority opinion. Mr. McPherson stated that the union's request was one of the strongest cases for the award of the closed shop ever to come before the Board or one of its agencies. "If the inclusion of a closed shop provision in an initial agreement were ever to be awarded in any case," he said, "it should be so awarded in this case." In a dissenting opinion, labor member Edward B. Rowan said that "no injustice would be done the Bethlehem Co. in the institution of the closed shop in the two yards by this case since this is the existing standard in the other Bethlehem yard in San Francisco, and all yards in the San Francisco Bay area and almost without exception all yards on the entire Pacific Coast." Industry members Robert G. Howlett and Lee G. Paul wrote an opinion occurring with the public members in the decision.

B-2047A BABCOCK & WILCOX CO. & (No. 111-1443-D).
6-1-45 UNITED ELECTRICAL, RADIO & MACHINE WORKERS, Local 439, CIO

Majority opinion of public member Lewis M. Gill on the Board's affirmation of an order of the Second Regional Board (New York) which has directed six holidays with straight-time pay on the basis that holiday pay was the practice in the industry and the area. The principle which has guided the Board in determining whether to order the extension of certain fringe adjustments has been to order them where there prevails "a substantial industry or area practice which it would be inequitable not to follow under all the circumstances of the case," the opinion said.

"The National War Labor Board has never utilized a strict majority test in determining whether certain 'fringe' wage payments are industry and area practice and thus capable of being extended to other companies in the industry and area by Board order... All that is definitely decided by the present case is that the Regional Board has within its discretion in directing six paid holidays in a situation where about 40 percent of the employees in the industry in that area already have them. On the other hand, the absence of any fixed percentage rule should not be taken as meaning that paid holidays may be directed where only a negligible practice is shown. The New York Regional Board has properly denied any paid holidays in a number of cases where that was the situation."

B-2111 HIGGINS INDUSTRIES INC. (New Orleans La.) &
6-1-45 METAL TRADES DEPT. AFL & AFFILIATED INT. UNIONS (No. 111-12978-D)
Shipbuilding Commission ruled that a contract between the parties was terminated pursuant to a written notice given by the company but directed, however, that the contract be extended for 30 days until June 29, pending certification of the union as appropriate bargaining agent. If the company recognizes the union before that date, the contract is to be extended pending completion of a new contract. The dispute arose over the question of whether the contract, having run beyond its original two-year period, was terminable by either party on 30 days notice at any time or only on the contract anniversary date. The two year period ended September, 13, 1944 and on December 1, 1944, the management notified the union by letter of its desire to terminate the present contract, effective as of January 1, 1945. The union contended that the contract was not terminable until September 13, 1945, the anniversary date.

B-1436A IRA S BUSHEY & SONS INC. (Brooklyn, N. Y.) & (No. 111-3343-D)
6-1-45 IND. UNION OF MARINE & SHIPBUILDING WORKERS, Local 13, CIO
NWLB directed the company to put into effect those provisions of the Shipbuilding Commission's directive orders of March 31 and October 24, 1944, with which the company is not now in compliance and issued rulings to make the orders operative. The rulings followed a compliance hearing May 28, before the Board on the issues of: rules governing vacations, rates for painters, grievance procedure , holiday pay, extra pay for "dirty work" and notification of shop stewards when employees are discharged.

B-2112 GENERAL CABLE CORP. (St. Louis, Mo.) &
6-2-45 INT. BROTHERHOOD OF ELECTRICAL WORKERS, AFL (No. 111-7122-D)
NWLB granted the union's request that a clause permitting the Corp., in its discretion, to use or refrain from using a union label be excluded from the new contract between the parties. The Board's action vacated, in part, an order of the Seventh Regional Board (Kansas City) which had ordered retention of the provision. The union contended that since the Board, as a matter of policy, refuses to order the union shop, it should not order the union to furnish its trademark to products produced by non-union employees, who have no obligation to fulfill duties required of members. The previous contract required every employee to join the union, but did not require them to maintain their membership as a condition of employment. The Board affirmed a maintenance of membership clause with check-off and the arbitration of grievances directed by the Regional Board.

B-2113 MARY-LEILA COTTON MILLS INC. (Greensboro, Ga.) &
6-1-45 TEXTILE WORKERS UNION OF AMERICA, Local 384, CIO (No. 111-11111-D)
Letter to the President from Chairman George W. Taylor giving the background of a labor dispute over the refusal of the Co. to comply with an order of the Fourth Regional Board (Atlanta) which extended the terms of an expired contract pending negotiation of a new one. The company's property had been siezed by the army because of an interruption of war production.

DEPARTMENT OF LABOR

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON, D. C.

~~Blood~~
~~Houghton~~
Return to Robinson

No. 203 GPO

MVR

A D V A N C E R E L E A S E

LABOR BOARD B-2117 Entered
Washington Hotels

IC INFORMATION
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The Facilities of the
Office of War Information

in the District of Columbia and extended
National War Labor Board today directed
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paid less than 50 cents an hour. More
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The increases are not to apply to employees hired as extra help.

Retroactive date for the increases is October 1, 1944, the expiration date of the contract between the hotels and the Hotel and Restaurant Employees and Bartenders International League, AFL, representing the employees.

At the request of the hotels, the Board's directive is to apply also to all other employees who are not represented by the union.

The hotels covered by the Board's decision are the Ambassador, Annapolis, Carlton, Continental, Harrington, Hay-Adams, Lafayette, Martinique, Mayflower, New Colonial, Raleigh, Roger Smith, Sheraton, Shoreham, Statler, Wardman Park, Washington and Willard. The terms of the Board's order were extended to the Hamilton and Houston Hotels upon the joint request of the hotels and the union.

The hotels have more than 70 percent of all the hotel guest rooms in the District.

In the same decision, the Board directed that the 30-cent daily bonus paid to cooks on split shifts is to be extended to all kitchen employees who are required to work split shifts. The Board denied the union's request that split shifts be replaced with a provision that eight hours worked be within a period nine hours, except in cases where the particular hotel and local union may agree to continue the split shifts.

The Board also directed (1) arbitration for employees who are discharged for reasons other than complaints of the guests, (2) permission for banquet waiters to pass a gratuity plate in the event there is no 10 percent guarantee by the

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6-5-45

MVR

ADVANCE RELEASE ADVANCE RELEASE

NATIONAL WAR LABOR BOARD B-2117 Quitered
Washington Hotels

DIVISION OF PUBLIC INFORMATION
PRESS RELEASE

For Release in Afternoon Papers
of Wednesday, June 6, 1945
Radio: 7 a.m., Wednesday.

Cleared and Released Thru
The Facilities of the
Office of War Information

In a decision covering 18 hotels in the District of Columbia and extended to two others by voluntary request, the National War Labor Board today directed an increase of five cents an hour for all employees receiving tips and a minimum wage of 50¢ an hour, less two cents an hour for each meal furnished, or an increase of five cents an hour, whichever is the greater, for employees not receiving tips. Labor members dissented.

The granting of a 50 cents an hour minimum wage is based on an interpretation of the WLB's General Order No. 30 which provides that an employer may raise the wage rates of employees to 50 cents an hour without computing or including the amount of tips received.

Of the approximately 4,500 employees affected by the Board's decision, about 1,000 employees receiving tips are paid less than 50 cents an hour. More than 3,000 of the employees do not receive any tips, of whom about 2,000 are paid less than 50 cents an hour.

The increases are not to apply to employees hired as extra help.

Retroactive date for the increases is October 1, 1944, the expiration date of the contract between the hotels and the Hotel and Restaurant Employees and Bartenders International League, AFL, representing the employees.

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The Board also directed (1) arbitration for employees who are discharged for reasons other than complaints of the guests, (2) permission for banquet waiters to pass a gratuity plate in the event there is no 10 percent guarantee by the

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6-5-45

booking party, (3) waitresses working in the same room and rendering the same type of work as waiters shall receive the same pay as waiters (this also applies to bus girls), and (4) one-half day vacation for each month worked for all employees and an additional one-half day vacation per month for employees with five years continuous service.

The Board denied the union's request for straight-time pay for holidays not worked and time and one-half for holidays worked. The union's request that service and kitchen employees reporting for work at midnight shift receive bonuses of $2 and $3 a week, respectively, was denied. Labor members dissented from both denials.

An agreement to pay laundry workers a minimum wage of 50 cents an hour and a five-cent-an-hour increase to those receiving more than 50 cents was approved by the Board. The Board also approved an agreement to pay the laundry workers XX overtime after 44 hours for women employees and after 48 hours for men.

Upon the joint request of the parties, the terms of the directive order are to apply also to firemen employed by the Annapolis, Hamilton, Hay-Adams, Harrington, Roger Smith, Statler, Twenty-Four Hundred, Washington and Willard hotels.

The National Board's directive order is attached.

NATIONAL WAR LABOR BOARD

In the Matter of: :

WASHINGTON, D. C. HOTELS : May 22, 1945

and : CASE NO. 111-11194-D

HOTEL & RESTAURANT EMPLOYEES
& BARTENDERS' INTERNATIONAL
LEAGUE, LOCALS 75, 80, 209,
and 781 :

DIRECTIVE ORDER

I. By virtue of and pursuant to the powers vested in it by Executive Order 9017 of January 12, 1942, the Executive Orders, Directives, and Regulations issued under the Act of October 2, 1942, and the War Labor Disputes Act of June 25, 1943, the National War Labor Board hereby decides the dispute between the parties and orders that the following terms and conditions of employment shall govern the relations between the parties:

1. Abolition of split shifts. The provisions of the 1943-1944 contract between the parties shall continue, with the exception that the 30 cent daily bonus paid to cooks on split shifts shall be extended to all kitchen employees who are required to work split shifts.

2. Arbitration of discharge. The Employer has the sole right to direct and control the employees including the right to lay off, promote and transfer, or to discharge on the grounds of a guests' complaint to the Employer, whether such complaint be written or oral, and the same shall not be subject to review provided that no such action shall be taken because of the employee's Union activities or affiliation. A discharge, after a probationary period of six weeks, upon any grounds other than the complaint of a guest, may be treated as a grievance and shall be subject to review by arbitration as provided in Article XIII of the agreement, to determine whether or not the Employer had just cause therefor.

3. Division of banquet gratuities. Banquet waiters may pass a plate unless a gratuity of 10 percent of the coast of the meal is guaranteed by the booking party. In the latter case the full amount of the gratuity shall be sent to the Union for distribution among its members serving the party.

4. Wages.

    1. (a) All non-tipping employees shall either be paid 50 cents an hour including a meal allowance of 2 cents per meal per hour, or shall receive an increase of 5 cents per hour, whichever is greater.

       (b) All tipping employees shall receive an increase of 5 cents per hour.

       (c) None of the increases granted herein shall apply to employees in the "extra" category.

6-5-45

(d) All other request for increase of wages are denied.

2. Equal pay for equal work. The parties are directed to incorporate into their agreement the following clause:

> Waitresses (a) working in the same room as waiters or replacing waiters and (b) rendering the same type and amount of service as waiters, shall receive equal pay. The principle shall prevail under the same conditions with respect to bus girls and bus boys.

5. Retroactivity. The wage increases ordered in Paragraphs I and IV above shall be retroactive to October 1, 1944.

The procedure to be followed in making the retroactive payment to those employees who have either quit or been discharged shall be in accordance with the annexed copy of the Board's Resolution of April 2, 1943.

6. Vacations. The proposal providing for one-half day's vacation per month for all employees and an additional one-half day's vacation per month for employees who have been in the employ of the Employer continuously for a period of five years, is approved.

II. The foregoing terms and conditions shall be incorporated in a signed agreement reciting the intention of the parties to have their relations governed thereby, as ordered by the National War Labor Board.

III. The union's requests with respect to a night shift premium, and paid holidays are denied.

IV. The joint request for permission to extend the terms of this Directive Order to employees of the Hamilton and Houston hotels is granted.

V. The joint request for permission to extend the terms of this Directive Order to firemen employed by the Annapolis, Hamilton, Hay-Adams, Harrington, Roger Smith, Statler, Twenty-Four Hundred, Washington, and Willard hotels is granted.

VI. The agreement of the parties with respect to laundry employees of the hotels involved is granted.

VII. The Company's request for permission to extend the terms of this Directive Order to all other employees of the hotels who, by reason of the fact that they are not members of the bargaining unit represented by the Union, are not covered by the contract, is granted.

Representing the Public:
Edwin E. Witte
Lewis M. Gill

Representing Industry:
(Dissenting on Paragraph I 3 above)
Clarence O. Skinner
J. Holmes Davis

Representing Labor:
(Dissenting on Paragraphs I 1,2,4 1b, 1c, 1d, 5, III, V, VI above)
James A. Brownlow
Van A. Bittner

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NATIONAL WAR LABOR BOARD

DIVISION OF PUBLIC INFORMATION
PRESS RELEASE

B-1972
Substandard Resolution

For Release in Morning Papers
Of Wednesday, February 28, 1945

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Office of War Information

The National War Labor Board today decided to take a further step within its authority and instructions under the War Labor Disputes Act, the Stabilization Act and Executive Orders, toward the elimination of wage rates insufficient to maintain a decent standard of living.

The Board authorized its Regional Boards to approve wage rates up to 55-cents in voluntary cases where the increase is asked for by the employer, or jointly agreed to by an employer and a union.

The Board's resolution provided, however, that in dispute cases where the disputed rate is below the appropriate substandard rate, "the Regional Boards in their discretion may take into consideration appropriate prevailing rates in making their determinations."

The Board's resolution also provided that any adjustments made either in voluntary or dispute cases are "subject to the provisions of Paragraph 2 of the Supplemental Directive of May 12, 1943." If the wage increase may furnish the basis either to increase price ceilings or to resist otherwise justifiable reductions in price ceilings, or may increase production costs to the Government under Government contracts, it becomes effective only if also approved by the Economic Stabilization Director.

The authority now being granted the Regional Boards is in effect an extension up to 55-cents of the authority given two years ago when the Regional Boards were authorized to fix rates up to 50-cents for the purpose of determining adjustments to correct substandards of living.

Further freedom was given employers last November when the National War Labor Board revised its procedure so that wage adjustments which did not raise rates above 50-cents an hour could be put into effect voluntarily without the requirement of War Labor Board approval. Adjustments between 40 and 50-cents, however, require approval if they would furnish the basis either to increase price ceilings of the commodity of service involved or to resist otherwise justifiable reductions in ceiling prices.

The Board's resolution is attached.

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NATIONAL WAR LABOR BOARD
WASHINGTON, D. C.

February 26, 1945

RESOLUTION

RESOLVED that the Executive Director be instructed to issue instructions to the Regional War Labor Boards to replace the revised instructions of October 29, 1943 as follows:

The Regional War Labor Boards shall determine what rate or rates up to 55 cents an hour constitute substandard wage or salary rates in their regions for the purpose of permitting consideration of the proposed adjustments up to the specified minima. Without in any way limiting the discretion of the Regional Boards to fix lower minimum rates, proposed adjustments of wage or salary rates up to 55 cents an hour may be handled in accordance with the following procedure:

a. In voluntary cases, where an applicant's proposed rate or rates for one or more job classifications are at or below the appropriate Regional substandard minimum rate, such proposed rate or rates may be approved without regard to the wage-bracket rates for such job classifications.

b. In dispute cases, where the disputed rate or rates for one or more job classifications are below the appropriate regional substandard minimum rate, the Regional Boards in their discretion may take into consideration appropriate prevailing rates in making their determinations.

All wage adjustments made either in voluntary cases or in dispute cases under these instructions are subject to the provisions of Paragraph 2 of the Supplemental Directive of May 12, 1943.

Public members. War Labor Board

Jan 1945

REGION I. **Boston**

Douglass V. Brown, Professor
Industrial Relations Department
Massachusetts Institute of Technology
Cambridge, Mass.

Oliver Winslow Branch, Justice
Supreme Court
66 Middle St.,
Manchester, N. H.

John T. Dunlop, Vice Chairman,
Regional War Labor Board
209 Washington St.,
Boston, Mass.

James J. Healy, Vice Chairman,
Regional War Labor Board
209 Washington St.,
Boston, Mass.

John S. Murdock, Justice (retired)
Supreme Court
89 Keene St.,
Providence, R. I.

Kenneth M. Sills, President
Bowdoin College,
85 Federal St.,
Brunswick, Me.

Sumner H. Slichter, Professor
Harvard School of Business Administration
Morgan Hall, Soldiers' Field
Cambridge, Mass.

Samuel S. Stratton, President
Middlebury College
Middlebury, Vt.

Saul Wallen, Chairman
Regional War Labor Board
209 Washington St.,
Boston, Mass.

REGION II. New York

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Full Time:

Thomas L. Norton, Chairman
Paul F. Brissenden, Vice Chairman
Walter Gellhorn, Vice Chairman

Second Regional War Labor Board,
220 East 42nd St.,
New York 17, N. Y.

Part-time:

Arthur S. Meyer, Chairman
N. Y. State Board of Mediation
250 West 57 St.,
New York 19, N. Y.

David L. Cole, Chairman
N. J. State Board of Mediation
1060 Broad St.,
Newark, N. J.

John W. McConnell, Associate Professor
N. Y. University, N. Y.

Lois MacDonald, Associate Professor
N. Y. University, N. Y.

Emanuel Stein, Associate Professor
N. Y. University, N. Y.

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New York 17, N. Y.

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Woodland Road,
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Howard Teaf,
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Alvin B. Biscoe, Vice Chairman
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Part Time

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School of Law,
University of Alabama
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G. D. Humphrey, President
Mississippi State College
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Edwin B. Shultz, Chief
Personnel Relations Staff
Tennessee Valley Authority
Knoxville, Tenn.

Marion Smith, Attorney
Hurt Building,
Atlanta, Ga.

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Thomas H. Young, Vice Chairman
Louisville, Ky

Dr. Edison L. Bowers,
Ohio State University
Columbus

C. M. Finfrock,
Western Reserve Law School,
Cleveland

A. C. Herold,
Parkersburg, W. Va.

Harry I. Dworkin,
Cleveland.

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Edgar L. Warren, Chairman *
332 S. Michigan Avenue
Chicago 4, Illinois

Philip G. Marshall, V. Chairman *
University of Wisconsin Law School
Madison, Wisc.

John D. Larkin, V. Chairman *
Illinois Institute of Technology
3300 S. Federal St.,
Chicago, Illinois

Lewis Long, Attorney
Sandwich, Illinois

Dale Yoder *
Department of Economics
University of Minnessota
Minneapolis

Horace M. Gray *
Department of Economics
University of Illinois
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Peter J. Angsten
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Kansas City, Mo.

Paul G. Toohey, Vice Chairman
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Kansas City, Mo.

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Prof. Robert L. Howard
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University of Mo.,
Columbia, Mo.

Jules E. Kohn, Esq.
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James F. Price, President
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Emporia, Kansas.

Dr. Samuel N. Stevens, President
Grinnell College,
Grinnell, Iowa.

Dean Robert A. Leflar
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University of Arkansas
Fayetteville, Arkansas.

REGION VIII. Dallas

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Lennart V. Larson
Professor of Law
Baylor University
Waco, Texas

Garland R. Farmer, Vice-Chairman
Henderson Times,
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Bishop A. Frank Smith (Inactive)
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Wade J. Hartrick
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T. O. Walton, Vice-Chairman
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Albert A. Faber
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Rev. Charles L. Street
Rector, Christ Episcopal Church
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Preston Allison
Assistant County Auditor
Henderson, Texas

Guy L. Horton, Attorney
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REGION IX. Denver

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Herbert Fuchs, Vice Chairman
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Colorado Springs, Colorado

Edward J. Allen
University of Denver,
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Denver 10, Colorado

Justice Benjamin C. Hilliard, Colorado Supreme Court
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Justice William Lee Knous, Colorado Supreme Court, Room 208,
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Marion R. Kirkwood,
Dean of Law,
Stanford University, California

Judge Alfred C. Lockwood
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Mills Tower
Dan Francisco, California

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ADVANCE RELEASE ADVANCE RELEASE

Robinson

NATIONAL WAR LABOR BOARD

B-2117
Washington Hotels

DIVISION OF PUBLIC INFORMATION
PRESS RELEASE

For Release in Afternoon Papers
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Cleared and Released Thru
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The increases are not to apply to employees hired as extra help.

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NATIONAL WAR LABOR BOARD

In the Matter of: :

WASHINGTON, D. C. HOTELS :

and :

HOTEL & RESTAURANT EMPLOYEES
& BARTENDERS' INTERNATIONAL :
LEAGUE, LOCALS 75, 80, 209,
and 781 :

May 22, 1945

CASE NO. 111-11194-D

DIRECTIVE ORDER

I. By virtue of and pursuant to the powers vested in it by Executive Order 9017 of January 12, 1942, the Executive Orders, Directives, and Regulations issued under the Act of October 2, 1942, and the War Labor Disputes Act of June 25, 1943, the National War Labor Board hereby decides the dispute between the parties and orders that the following terms and conditions of employment shall govern the relations between the parties:

1. Abolition of split shifts. The provisions of the 1943-1944 contract between the parties shall continue, with the exception that the 30 cent daily bonus paid to cooks on split shifts shall be extended to all kitchen employees who are required to work split shifts.

2. Arbitration of discharge. The Employer has the sole right to direct and control the employees including the right to lay off, promote and transfer, or to discharge on the grounds of a guests' complaint to the Employer, whether such complaint be written or oral, and the same shall not be subject to review provided that no such action shall be taken because of the employee's Union activities or affiliation. A discharge, after a probationary period of six weeks, upon any grounds other than the complaint of a guest, may be treated as a grievance and shall be subject to review by arbitration as provided in Article XIII of the agreement, to determine whether or not the Employer had just cause therefor.

3. Division of banquet gratuities. Banquet waiters may pass a plate unless a gratuity of 10 percent of the coast of the meal is guaranteed by the booking party. In the latter case the full amount of the gratuity shall be sent to the Union for distribution among its members serving the party.

4. Wages.

   1. (a) All non-tipping employees shall either be paid 50 cents an hour including a meal allowance of 2 cents per meal per hour, or shall receive an increase of 5 cents per hour, whichever is greater.

      (b) All tipping employees shall receive an increase of 5 cents per hour.

      (c) None of the increases granted herein shall apply to employees in the "extra" category.

6-5-45

(d) All other request for increase of wages are denied.

2. Equal pay for equal work. The parties are directed to incorporate into their agreement the following clause:

> Waitresses (a) working in the same room as waiters or replacing waiters and (b) rendering the same type and amount of service as waiters, shall receive equal pay. The principle shall prevail under the same conditions with respect to bus girls and bus boys.

5. Retroactivity. The wage increases ordered in Paragraphs I and IV above shall be retroactive to October 1, 1944.

The procedure to be followed in making the retroactive payment to those employees who have either quit or been discharged shall be in accordance with the annexed copy of the Board's Resolution of April 2, 1943.

6. Vacations. The proposal providing for one-half day's vacation per month for all employees and an additional one-half day's vacation per month for employees who have been in the employ of the Employer continuously for a period of five years, is approved.

II. The foregoing terms and conditions shall be incorporated in a signed agreement reciting the intention of the parties to have their relations governed thereby, as ordered by the National War Labor Board.

III. The union's requests with respect to a night shift premium, and paid holidays are denied.

IV. The joint request for permission to extend the terms of this Directive Order to employees of the Hamilton and Houston hotels is granted.

V. The joint request for permission to extend the terms of this Directive Order to firemen employed by the Annapolis, Hamilton, Hay-Adams, Harrington, Roger Smith, Statler, Twenty-Four Hundred, Washington, and Willard hotels is granted.

VI. The agreement of the parties with respect to laundry employees of the hotels involved is granted.

VII. The Company's request for permission to extend the terms of this Directive Order to all other employees of the hotels who, by reason of the fact that they are not members of the bargaining unit represented by the Union, are not covered by the contract, is granted.

Representing the Public:
Edwin E. Witte
Lewis M. Gill

Representing Industry:
(Dissenting on Paragraph I 3 above)
Clarence O. Skinner
J. Holmes Davis

Representing Labor:
(Dissenting on Paragraphs I 1,2,4 1b, 1c, 1d, 5, III, V, VI above)
James A. Brownlow
Van A. Bittner

SEAL

ADVANCE RELEASE ADVANCE RELEASE

NATIONAL WAR LABOR BOARD

DIVISION OF PUBLIC INFORMATION
PRESS RELEASE

B-2097
G.O. 4 Exceptions

For Release in Morning Papers
Of Tuesday, May 22, 1945
Radio: 7 p.m., Monday

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The Facilities of the
Office of War Information

The exemption from wage stabilization regulations which most employers of eight or less hold under General Order No. 4 of the National War Labor Board has been removed from summer resorts throughout New York State and Northern New Jersey, and from restaurants which are open only between May 1, and October 1 in New York State and Monmouth County, New Jersey.

The National Board acted on the recommendations of the Second Regional WLB at New York City that such actions were necessary in order to maintain stabilized wage conditions in the areas involved.

Summer resorts were defined as including resort hotels, boarding houses, adult camps operated for profit, dude ranches and similar types of establishments throughout New York State and Northern New Jersey inclusive of the counties of Bergen, Essex, Hudson, Hunterdon, Middlesex, Morris, Passaic, Somerset, Sussex, Union and Warren.

General Order No. 4 exempts employers of eight or less from wage stabilization controls unless (1) they are a party to a master or similar agreement covering their employees, (2) in any given year they have made wage or salary adjustments affecting eight specific employees, or (3) an exception has been made for their industry in their area.

The texts of the exceptions to General Order No. 4 as prepared for publication in the Federal Register, are attached.

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5/21/45

TITLE 29 - LABOR

CHAPTER VI - NATIONAL WAR LABOR BOARD

PART 803 - GENERAL ORDERS

803.4 General Order No. 4

(d) . . . .

The National War Labor Board, under this paragraph, has approved the following exceptions to the exemption provided for in paragraph (a) of this Order:

(60) Summer resorts including resort hotels, boarding houses, adult camps operated for profit, dude ranches and similar types of establishments throughout New York State and Northern New Jersey inclusive of the counties of Bergen, Essex, Hudson, Huntordon, Middlesex, Morris, Passaic, Somerset, Sussex, Union and Warren. (Approved May 11, 1945).

(61) Restaurants throughout New York State and Monmouth County, New Jersey which are open only between May 1 and October 1. (Approved May 11, 1945).

/s/ Theodore W. Kheel
Executive Director

Please Order
By B- Number

NATIONAL WAR LABOR BOARD
DIVISION OF PUBLIC INFORMATION

Week Ending May 12, 1945

PRESS RELEASE DIGEST

B-2078 WALNUT TRANSFER & STORAGE CO. (Atlanta, Ga.) &
5-7-45 INT. BRO. OF TEAMSTERS, Local 728, AFL (No. 111-9914-D)
NWLB affirmed an order of the Trucking Commission which directed the company to guarantee 54 hours of work a week to regular employees and to pay for six holidays, not worked, on the basis that both are the practice in the industry in the area. The Commission also ordered time and one-half after 54 hours a week, one day off a week to compensate for Sunday work whenever required, a lunch period of not less than 30 minutes, but not exceeding 45 minutes a day and one week vacation with pay. The Board modified the retroactive date for various wage increases ordered by the Commission.

B-2079 WEST COAST SHIPBUILDING & DRYDOCK CO. (San Pedro, Calif.) &
5-6-45 IND. UNION OF MARINE & SHIPBUILDING WORKERS, Local 9, CIO (No.25-1669-A)
NWLB upheld a ruling of the Shipbuilding Commission which modified an agreement between the parties providing more liberal pay for reporting time than the provisions of a master contract for the industry and the industry and area practice. The parties' agreement provided that employees who, in the absence of contrary instructions, reported for work as required would receive minimum reporting pay of four hours at the prevailing rate unless they voluntarily quit or laid off. The Commission ruled that the employees should not receive this four hours pay if they were laid off by reason of bad weather, breakdown of machinery, or other causes beyond the control of the employer.

B-2080 SOUTHERN CALIFORNIA AIRCRAFT COS. (6) & (No. 46-257)
5-8-45 UNITED AUTOMOBILE WORKERS, CIO & UNITED AIRCRAFT WELDERS, IND.
NWLB approved an agreement between the parties providing terms by which employees of the companies may be downgraded (reclassified to jobs paying lower rates). Included in the agreement are provisions dealing with pay adjustments for downgraded employees and the terms by which lower rates may be paid to reclassified employees. The Int. Assn. of Machinists, AFL, an original party to the agreement, withdrew during the course of the negotiations. Elmer E. Walker, labor member, said he voted for the approval of the agreement with the understanding that it would in no way prejudice the case of the Machinists union in its dispute with some of the companies on this issue.

B-2081 VERDI BROS. COOPERAGE CO. (North Bergen, N.J.) &
5-8-45 COOPERS INT. UNION OF N.A., Local 8, AFL (No. 111-11937-HO)
NWLB affirmed an order of the Second Regional Board (New York) which unanimously directed that a regular employee will be entitled to his vacation with pay even though he is prevented, because of layoffs due to lack of work, from working the 40 weeks during a 12-month period as required by the previous contract. This contract, providing one week vacation after a year and two weeks after two years, stipulated that an employee not working 40 weeks during the contract year would not be entitled to a vacation.

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5-14-45

B-1402A PUBLIC SERVICE COORDINATED TRANSPORTATION CO. (Newark, N.J.) &
5-7-45 STREET, ELECTRIC RAILWAY & MOTOR COACH EMPLOYEES, AFL
NWLB directed a 5¢ an hour increase, bringing up to 95¢ the top rate of over 3,500 one-man bus operators on the basis that their rates should compare with those in New York City, in which the Second Regional Board had previously set the 95¢ rate. The increase was ordered extended by the Board to all of the cpmpany's employees. The Board denied overtime pay after 8 hours a day and 40 hours a week. Time and one-half is now paid after the regular run, which varies from less than 8 to over 12 hours. The Board also denied the union's request that employees with 25 years of service be given 3 weeks vacation with pay. The company was given the option of deciding the method of holiday pay in Camden and Newark shops.

B-1851K AMERICAN STEEL FOUNDRIES, ET AL &
5-9-45 UNITED STEELWORKERS OF AMERICA, CIO (No. 111-6230-D)
NWLB directed shift differentials of 5¢ for the second shift and 10¢ for the third shift in the dispute involving some 27,000 employees of 12 non-integrated steel castings companies. The decision followed substabtially the Board's orders on the basic steel and iron ore cases. The shift differentials ordered conform to the practice in this industry in the areas involved. The plants are not engaged in continuous operations, as are the basic steel plants, for which the Board ordered differentials of 4 and 6¢.

B-1888K MICH. BELL TELEPHONE CO. (Detroit, Mich.) & MICH. FED. OF TELEPHONE EM-
5-11-45 PLOYEES (No. 111-9867-D) & SUSSEX TELEPHONE CO. (Newton, N.J.) &
SUSSEX TELEPHONE EMPLOYEES, IND. (No. 111-6907-D)
NWLB, acting upon recommendations of its Telephone Panel, unanimously directed wage increases of $5 to $6 a week in the minimum rates and $2 to $6 a week in the maximum rates for some 2,500 male plant department employees of the Michigan Bell Co. The Board also directed across-the-board increases for specified non-craft job classifications equal to the increase in the maximum rates awarded to other non-craft employees in the same location. The Board deferred action on the union's demand for a shorter progression schedule. In the Sussex Telephone Co. case, the Board directed 5¢ an hour increases at the starting rates for 31 traffic, billing and plant department employees. The maximum rates were increased by 16¢ an hour for the traffic department, 15¢ for the billing department and 12¢ for the plant department.

B-2082 NWLB issued a unanimously adopted statement in regard to the determina-
5-10-45 tion of appropriate wage rate structures for plants converting from war production to the production of civilian goods.

B-2082A Highlights of the press conference held by Chairman George W. Taylor
5-10-45 on the Board's conversion statement. (B-2082)

B-2083 FOREIGN LANGUAGE NEWSPAPERS (New York City) &
5-11-45 HEBREW AMERICAN TYPOGRAPHICAL UNION, AFL (No. 111-7483-D)
NWLB unanimously approved an agreement between the parties for a 7½% increase for compositors which adds 15¢ an hour to a $2 rate which has been in effect without change since 1930. The Newspaper Commission had denied the union's request for a 15% general wage increase on the basis

that the present rates are very high and any increase would be unstabilizing in the New York City labor area for the newspaper industry. The union appealed the Commission's order and while the case was pending, the parties held several conferences at which the agreement on the 7½% increase was reached.

B-2084
5-11-45

GENERAL MOTORS CORP. (Delco Remy Div., & Diesel Equipment Div.) & UNITED AUTOMOBILE WORKERS, Locals 440 & 167, CIO (Nos. 111-6920-D & 111-9640-D)

NWLB affirmed two orders of the Eleventh Regional Board (Detroit) one of which denied wage rate adjustments at the Delco Remy plant at Bedford, Ind. on the basis that rates being paid were in accordance with prevailing area rates. This plant had been moved from Anderson, Ind. because of manpower considerations with rates set about 15% below those at Anderson because the general wage level was lower at Bedford than at Anderson. At the Diesel Equipment plant at Grand Rapids, Mich., the parties were directed to negotiate appropriate wage rates on the basis of the previously existing wage structure at the plant, using the previously established rates for particular operations. This plant formerly manufactured carbines but was reestablished as the Diesel Div. with virtually the same labor force and a large part of the equipment transferred from Detroit. The Corp. contended that the same rates set for carbine work should be continued.

IMMEDIATE RELEASE IMMEDIATE RELEASE

NATIONAL WAR LABOR BOARD

B-2082
Conversion
Statement

DIVISION OF PUBLIC INFORMATION
PRESS RELEASE

For Immediate Release in Papers
of Thursday, May 10, 1945

Cleared and Released Thru
The Facilities of the
Office of War Information

The National War Labor Board today issued the following statement, which was adopted by unanimous vote of its public, industry and labor members:

STATEMENT IN REGARD TO THE DETERMINATION OF APPROPRIATE WAGE RATE STRUCTURES FOR PLANTS CONVERTING FROM WAR PRODUCTION TO THE PRODUCTION OF CIVILIAN GOODS

I. Major Considerations in the Issaance of this Statement.

A. This statement deals with the special and limited problem of determining appropriate wage rate structures for plants converting their processes from war production to the production of civilian goods or resuming the production of civilian goods in plants discontinued in wartime. In developing this limited program the objective of the Board is to facilitate the fastest possible return to civilian production consistent with the maximum production of war materials for the fight against Japan.

B. A comprehensive program for wage and price stabilization will be necessary until final victory over Japan. It may be anticipated that changes in the wartime economy following the defeat of Germany will call for modifications in some of the specific forms of wartime economic control. This present statement is not to be construed, however, as a substantive change in the stabilization program.

C. The modification and ultimate discontinuance of the wage stabilization program, as we move to a complete peacetime economy, will comprise a series of steps, some procedural amd some substantive. This statement, developed by the Board after consultation with representatives of other government agencies and as a part of a coordinated program, outlines a procedural first step. It is not intended to deal, for example, with the wage problems that will arise as a result of cutbacks in war production, the decline in the length of the work week or other factors. Those problems are now being studied by the Board and will be considered in a separate statement.

D. Collective bargaining must play a dominant role in this present critical period of partial conversion of wartime facilities to the production of civilian goods. Where employees are represented by unions, the National War Labor Board looks to the employers and the representatives of their employees promptly to **exercise** resourcefulness and self-discipline in negotiating wage schedules which will stimulate and encourage the immediate resumption of civilian production and the creation of immediate jobs in converted plants.

E. Within the framework of these broad, general principles it is the Board's purpose to facilitate a rapid resumption of civilian production and to the fullest possible extent consistent with our maximum war effort.

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5-9-45

II. The Establishment of Wage Structures for Converted Plants Without Advance Approval of the Board.

A. The Office of Price Administration is establishing a reconversion pricing plan for products which have been entirely or largely out of production. Wage structures for converted plants which do not furnish the basis for a request for an increase in the prices set by the Office of Price Administration, and which are developed in accordance with the guides specified below, may be made effective without the advance approval of the Board, provided that on or before their effective date they are submitted directly to the appropriate Regional Board or Industry Commission for post review. 1/ Upon such review the Regional Board or Commission will determine whether the rates so established conform to the standards outlined below and to the rules of stabilization regarding wage increases and reductions. Any modification of such rates resulting from the review will not be made retroactive except as otherwise agreed by the parties or specified by the applicant. The rates as filed must be paid until and unless a modified schedule is filed under and pursuant to this paragraph.

B. Where the employees are represented by a union, agreement of the company and the Union is required before the converted wage structure may be made effective. It is emphasized that the needs of conversion call for the establishment of wage scales by the parties themselves (with the aid of the U.S. Conciliation Service when requested by the parties) rather than by direction of a government agency.

If there is disagreement over any portion of the wage rate schedule, the parties may agree to install a schedule to facilitate the starting up process subject to later modification upon such basis as the parties may agree. The modified schedule shall be filed as provided in paragraph II. A. above.

If the parties are unable to agree upon the installation of such a schedule, they shall submit to the appropriate Regional Board or Commission the rates upon which they are in agreement and those upon which they are in disagreement, with the respective positions of the parties upon each rate in dispute. If, with the advice of the Regional Board or Commission, agreement on a complete schedule is not reached, the Regional Board or Commission will notify the National Board, which will determine the appropriate procedure to be followed in finally disposing of the case.

If the parties are in total disagreement as to the schedule, the dispute shall be handled under the established procedures for other types of disputes.

C. Different methods of setting a wage structure may be adopted to meet different problems.

1. In the case of a complete conversion of a plant, some or all of the key jobs following conversion will normally remain substantially

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1/ Any necessary information regarding such submission and appropriate forms may be received from the local offices of the Wage and Hour Division of the Department of Labor. Such submission as well as those applications referred to in other sections of this statement may also be filed with the local offices of the Wage and Hour Division of the U. S. Department of Labor.

the same in job content as before. Upon conversion, the rates for those common jobs may not be changed. They are to be used as guide rates for the establishment of wage rates for other jobs in the plant in such a manner as to result in a balanced wage rate structure. This will preserve the general level of wage rates existing in the plant prior to conversion.

2. The change in product or operations may be of such a sweeping nature that most of the jobs, including the key jobs, are substantially changed in job content. In such cases, or where civilian production is resumed in plants discontinued in wartime, the wage schedule should be fixed at the prevailing level of wages in the industry or area for comparable occupations. It is expected that this type of situation will be rare.

3. There will be cases where only a portion of the facilities of a plant is being converted to the production of civilian goods. In such cases where jobs on civilian production are substantially the same as those remaining on war production no change in the rates for such jobs may be made incident to the present program. Where rates must be set for new or changed jobs on civilian production, the wage rates for the unchanged jobs shall be used as guides for the establishment of a balanced wage rate structure. In those rate instances where all or most of the jobs on civilian production, including the key jobs, are substantially changed, the rates for the jobs on civilian production are to be fixed to provide a proper balanced relationship with the rates for the jobs remaining on war production.

III. In any case in which the application of the foregoing principles would not result in a suitable or appropriate wage structure, a modified or different structure may be agreed to by the parties where the workers are represented by a union or proposed by the employer where the workers are not represented by a union. In such cases, advance approval of the Board is required before the wage structure may be made effective. Such approval may be sought from the appropriate Regional Board or Industry Commission and may be approved only in accordance with the wage stabilization policy in effect at the time.

IV. If the proposed wage structure will furnish the basis for a request for an increase in the price fixed by the Office of Price Administration for the articles to be produced, it may not be made effective without the advance approval of the Board and any necessary action by the Director of Economic Stabilization. In such cases, the application for approval by the Board may be filed with the appropriate Regional Board or Commission.

IMMEDIATE RELEASE IMMEDIATE RELEASE

NATIONAL WAR LABOR BOARD

DIVISION OF PUBLIC INFORMATION
PRESS RELEASE

B-2082A
Press Conference
on Conversion

For Immediate Release,
Thursday, May 10, 1945

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Office of War Information

The following are highlights of the press conference held today by Chairman George W. Taylor of the National War Labor Board on the Board's conversion statement (Release B-2082) issued simultaneously. It was held in the Board room in the presence of other Board members.

(The press conference convened at 2:37 p.m.)

DR. TAYLOR: I think we can start to discuss this policy matter. In approaching this question the Board was very well aware of the Stabilization Act under which we are operating. As you know, that calls for the stabilization of wages and prices both at the level of September 15, 1942, so far as practicable. It is not generally realized that it requires stabilization against downward wage movements as well as against upward movements. Both of those provisions are embodied in the October 2, 1942 Act.

If you recall Executive Order 9250, which was issued under that Act, it provides that no wage adjustment either upward or downward may be made without the approval of the War Labor Board. So it is in that setting really that we come up to this problem of what we are going to do about a plant making war goods that converts entirely or partially to civilian goods. There are also some plants, we are told by WPB, that have been out of operation entirely because of inability to secure materials which were needed for war purposes. Our job, of course, is to get those plants into operation as quickly as possible, as quickly as is consistent with the prosecution of the war against Japan. In those plants, both types that I have mentioned, it is necessary to secure a wage schedule -- to specify the wage rates under which they shall employ people.

It is important to all of us that such schedules be developed quickly in order, (1) that jobs can be made readily available for people who are displaced from war jobs, and (2) in order that we might promptly get civilian production back in the channels of trade. These matters have been very much in the minds of the Board members when they faced this problem of quickly getting wage structures for those companies.

The Board in a sense has put its chips on collective bargaining to do the job in cases where the employees are represented by unions. We have great confidence in the strength of the collective bargaining process and in the ability of both employers and trade union representatives to work out this highly technical job of saying what wage structures are going to be utilized to make refrigerators instead of tanks.

So we have set down certain guideposts which in our judgment would bring up new wage schedules in conformance with the Stabilization Act. We have said to those people: "We are counting on you to go ahead in good faith, with discretion and self-restraint, in getting your schedules together quickly and putting them

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into effect immediately." We don't want a minute's loss of civilian production or a single job lost because there is an inability to determine the wages at which people will work. We say: "You work out your schedules and put them into effect. After they have been placed into effect we then want you to file them with the War Labor Board."'

We will then look them over, as is our duty under the Economic Stabilization Act. If it should be found that some part of the schedule that has been placed into effect does not conform, if it represents a decrease in wages which is not authorizable under the Act, or an increase in wages that doesn't conform with the Act, the Board may have to make some adjustments. The adjustments, if made, will not be ordered retroactively.

We all feel that this program will facilitate the reconversion operation. This first statement of the Board on reconversion meets the immediate problem of getting those operations going, getting the jobs going. It makes no pretense of dealing with changed economic conditions which might occur and which could affect the wage stabilization policy in all plants, not only in those which reconvert to civilian goods from war goods, but in all plants. This statement makes no pretense of seeking to meet that problem.

The Board is now discussing those other phases of the problems and we just can't tell when we will be able either to discern exactly what kind of economic conditions we will face during this period of fighting one war, or what adjustments, if any, will be required in the wage stabilization program.

The Board, however, realizes that it has to watch constantly the stabilization program in terms of changing economic conditions. That it proposes to do.

I would just like to say paranthetically that in my judgment the Board reached a level of great discussion in the development of this particular program, coming out unanimously with the first step in the program to facilitate reconversion. The discussions it has been having on the problem of cutbacks, for example, also indicate that the Board will approach that on a very high plane and in a very encouraging manner as far as intelligent discussion and handling of the problem is concerned.

As I say, we are saying that we think this problem that is immediately ahead in getting these reconverted plants back into operation is one the parties themselves can do better than the War Labor Board, and quicker than the War Labor Board, and we are putting our chips on them to do it. We have every confidence in the fact that this first step away from regulation of operations of plants will be highly successful. We have every confidence in that result.

Q. What happens when there is no bargaining unit?

DR. TAYLOR: We are stating that the employers should work out their schedules and immediately place them into effect in order to get jobs quickly and production rolling rapidly, and then submit them to the Board for the same kind of review which will occur in the event of bargained wage agreements. The guiding spirit here has been to get civilian production back quickly in both cases, and again we are depending upon restraint and common sense and good judgment of employers. We think that is quite a proper thing to do, and not risky at all.

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Q. Does that involve any relaxations in connection with office workers who are adjusting back to the 40-hour week and so forth?

DR. TAYLOR: No, it does not go to any change of scheduled hours a week. That is an extremely complicated problem, as you all realize, and the Board is going to have some extensive discussions on that before anything will be announced. We are trying to break that problem down into its component parts so that they are manageable and discussable.

Q. Suppose contract negotiations take months and months.

DR. TAYLOR: As I say, we are putting out chips on collective bargaining. It is very important in that particular, to realize that in some cases collective bargaining might be protracted. We say to the parties: "You can agree on part of the scale and you might even agree on temporary rates for the balance of the scale." That is, the unions and the companies might agree on tentative rates to be put into effect subject to giving finality to those rates later. We are encouraging the parties to put in a complete wage schedule. If that is too complicated and would take too long to work out, we are encouraging them to put in a partially completed schedule even though some tentative rates might be involved in the initial installation, subject to later revision as the parties may agree.

Q. Dr. Taylor, is the filing of the schedule necessary only in the event of a change of rates? It is possible a plant gets turned over to civilian products without a change in rates?

DR. TAYLOR: It could be that you'd have the identical wage structure for the new operation as you did for the old if there was no substantial change in processes, in which case there would be no problem at all. You carry your wage schedule over. The real problem that we are faced with really is, say an automobile plant making tanks goes back to automobiles. Somebody has to say what an upholsterer is going to get in the automobile plant, which is not in the tank schedule, and so forth. A whole series of new rates are required; and, as indicated over here, sometimes that can become a very technical job of developing a wage structure.

Q. You are going to hold the unions to the no-strike pledge?

DR. TAYLOR: Yes. I want to state that the no-strike pledge was given at least until V-J-Day; given for the duration of the war. It is our understanding--and we have no doubt about it at all from our conversation with labor representatives--that the no-strike pledge of course holds during this period.

Since the no-strike pledge holds, a mechanism has to be available to decide disputes, since they are not going to be determined by economic force; and there must then be a War Labor Board continue certainly as long as there is a no-strike pledge. We are making our plans on that basis. There is no doubt about the continuance of the no-strike pledge; and that being the case, there is no doubt either about the necessity of continuing the War Labor Board to decide finally all disputes that are not disposed of by the parties themselves.

Q. You mean the no-strike pledge covers these plants that are converting to--

DR. TAYLOR: The no-strike pledge covers all plants. It was given voluntarily by labor, and the no-strike lock-out pledge was given voluntarily by industry, for the duration of the war. Heavens **knows**, the war ins't over by a long shot, and America knows that too.

Q. Can you tell who gave you those assurances on behalf of the two labor **groups?**

DR. TAYLOR: There was never any doubt raised about it, and I have made the statement; "Of course the no-strike pledge continues," and of course it does. There never was any doubt about it. It doesn't need reaffirmation or anything else. It was given for the duration of the war, voluntarily given and received for the duration of the war. And there is no doubt about that, is there, Mr. Bittner and Mr. Brownlow?

MR. BITTNER (Van A. Bittner, labor member of Board): Absolutely not. Speaking for the CIO, as the Chairman has said, nobody is holding us to the pledge except ourselves. It is a voluntary proposition, and as Americans we are carrying out our no-strike pledge and expect to do that until the war is won.

MR. BROWNLOW (James A. Brownlow, labor member of Board): Certainly that has been the position of Phil Murray and Bill Green all the time. They haven't removed it as yet.

DR. TAYLOR: There should never be any doubt about that point, so the War Labor Board is continuing its activities in settling all disputes. I'd like to add this to it. The compliance with War Labor Board directives has been really remarkably fine in three and a half years of war. I realize that the occasional case of non-compliance attracts a great deal of interest and a great deal of attention. Actually, in our operations here--is it 16,000 dispute cases we have settled since we have been in business? 16,000 labor disputes have been finally determined by the War Labor Board. It has only been necessary to refer 30 of them for seizure, 30 out of 16,000.

But I can sure see the news value in the 30 seizure cases. I think there is great significance to me in the fact that 15,970 dispute cases were settled by the War Labor Board with the parties voluntarily saying, "Sure, we go along. It is our responsibility in wartime to accept the peaceful method of settling disputes which has been set up." And many of the people on both sides didn't like the War Labor Board's order either, but they recognized their duty and responsibility in wartime to continue. I think it is very imperative that that same spirit continue throughout the remainder of the war which has to be fought, and we all on the War Labor Board look for the same high degree of compliance with the War Labor Board directives which has been evidenced in the past.

Q. Mr. Taylor, that 16,000-15,970 -- covered what period?

DR. TAYLOR: I think that is since we have been in business, isn't it, Archie?

MR. ROBINSON (Information Director Archie W. Robinson): Yes.

DR. TAYLOR: Since January 12, 1942, about three and a half years. That has been the total of dispute cases that were settled, and I just think it speaks wonders for the patriotism and the social responsibility of American labor and industry in those almost 16,000 cases that there has been voluntary compliance with War Labor Board direction.

Q. Do you expect to continue to do that to get compliance, refer cases to the Stabilization Director?

DR. TAYLOR: I have every confidence in the business men of America and the labor leaders of America that our compliance record is going to be just as good if not better during the period which lies ahead.

Q. Dr. Taylor, the new wage schedule--is there any time fixed for filing that?

DR. TAYLOR: It is to be filed at the time or just previous to its being placed into effect. We want them to develop it, file it with the Board, but immediately put it into effect. The only reason we do that is if we don't have a certain time the thing might drag on and on without a filing coming to the Board. We could have well said five days after its installation. It is just as easy to do it upon installation. That is the only reason for that part of the Board's statement.

Q. Any changes made by the Board would not be retroactive?

DR. TAYLOR: No. Any changes by the Board will not be made retroactive. That too is to encourage folks to get into production.

Q. Did you say all schedules had to be filed, Mr. Chairman?

DR. TAYLOR: Yes. The schedules have to be filed, but they may be installed.

Q. Mr. Chairman, on Page 3 of the text would you explain a little more fully what you mean by "proper balanced relationship" in rates?

DR. TAYLOR: Yes. You know we have been working a long time with properly balanced wage rate structures, and you say that if common labor is 75 cents, drill press operator should be 80 or 85 cents, so that there is a differential between jobs to compensate adequately and properly for differences in skill and responsibility on the various jobs. That is really what we have in mind. It is a technical determination, which really refers to wage differentials between various jobs to compensate for differences in skill and responsibility required in the various jobs. We are expecting the parties to work that out too, just as they do in their normal collective bargaining procedures.

Q. You want industries that don't have to convert to file their wage schedules too just for your guidance?

DR. TAYLOR: No, we do not. Industries which don't have to convert have a wage schedule. There is no need for changing them, and that is not covered at all by this operation, because they have no problem.

Q. In No. 2 you have mentioned the prevailing level of wages. How is that going to be determined, by the going wage brackets?

DR. TAYLOR: No, it will not, although some of the details on that will have to be worked out in instructions to the Regional Boards. In a sense that ties back with our General Order 6 that you might know about. What we have in mind in No. 2 is that employer who really reconverts in such a manner that he shifts from one industry to another, and the shift is so sweeping in nature that he has to get on a line with a new industry other than the one he has been operating in. We thought that the best general guide for him was to come in line with what the other folks are paying. The work "prevailing" I think is somewhat vague, and it will be worked out in more detail and in a very highly technical way, perhaps, in instructions to the Regional Boards, and then later to the folks themselves. That probably will be extended in its definition.

Q. Dr. Taylor, if an employer's price and profit position is pretty good, he might be a little more generous than otherwise in collective bargaining. Are you going to strictly enforce brackets and Little Steel in such cases?

DR. TAYLOR: You mean when they shift from one industry to another?

Q. Yes. They make agreements on rates that might be out of line.

DR. TAYLOR: You get this kind of a problem there. You know we've always said this: When a new plant comes into a community it has to really start up anew. Its labor force problem is quite different from hiring new people to maintain an already existing force. So in General Order 6 we said that, when you come into a community with a brand new plant, we won't hold you to the minimum of the brackets. We said, "You probably have to pay prevailing wages somewhere near the midpoint or you'll never be able to man your plant, coming in brand new." It appeared to us that this complete shift from one industry to another was somewhat comparable with that type of operation. We expect that it would be the rare case rather than the usual case where the reconversion would represent really going from one industry to another. That's why the Board put that word "prevailing" in, which goes along with General Order 6.

Q. Dr. Taylor, in the case of a firm like General Motors going back to the manufacture of refrigerators, what is the basis of the point of view of the employers which shall govern the consideration of wage schedules, the base schedules Will it be the previous wages paid?

DR. TAYLOR: Yes. If you go back--I would say that perhaps the typical reconversion operation would be where you'd go back with certain key jobs, maybe certain key jobs having the same job content, as we call it, in the new operations as in the old; that it's substantially the same kind of job. Under this Order those rates would carry over where the job is substantially the same. The rates would carry over, and then it would become the job of the parties to fit in between those key rates new operations, rates for new operations which would be in balance. Now if that's done, we say the general level of wages is not changed either up or down. You come in really with the same level of wages as you previously had, although it might very well be that you have plenty of new rates in the schedule for new operations, but I would say that that which I've just described is the typical operation.

I'd like to make it very clear that in reviewing these cases the Board has two duties to do. One, to see that there is not a general raising of wages and, two, that there's not a general lowering of wages, and we have our responsibilities to prevent inflation by controlling wages on the upswing. They have been taken very seriously by the Board, We intend to be just asaalert in preventing wage decreases and maintaining the levels which are designated in the Act of Congress. The Board has a job to do on that score in reviewing these changed schedules.

Q. Will most of those old rates be below the Little Steel policy standards?

DR. TAYLOR: Little Steel is not involved here at all, you see. If you want to compare it with part of our earlier policy, earlier developed policy, it's really closer to what we've done in reclassification, in which, we say this:

If a plant now in operation develops a new machine, and it has to set a new rate for its operation, which rate it fixes ain balance with the other rates for that one operation, it may do so without coming to the War Labor Board. We say that right now because you have to have your rates in balance. We wouldn't call that a wage increase at all. That would be fixing a new rate in balance with the old.½ This new operation will be like that only much more of it. There will be many more new rates to fix, so that it has nothing to do with the Little Steel Formula. It has to do mainly with reclassification and this one operation that I mentioned. They do that every day in industry, and they don't have to come to the Board about that.

Q. Well, the point I make is on the upholsterer. If you take the upholsterer at the old rate he worked under, and carry over that old rate as you said under the new classification, why he probably would be working under a scale less than the Little Steel policy permits.

DR. TAYLOR: No. you have to now take the upholsterer and fix a rate for him in balance with what other people around him are getting so that it is a proper differential for skill and responsibility as compared with other rates in the plant. That's the sole operation.

Q. Then what he was paid before the war would have no relation to it?

DR. TAYLOR: No, it would not. The problem now is to get a balanced scale now. That's correct.

Q. Do you expect the formulation of the new rate structures to result in lower take-home pay, Dr. Taylor?

DR. TAYLOR: We're not concerned with the take-home problem in this first statement. I don't want to be evasive on that at all, but when you look at the problems that might lie ahead in this reconversion period, it's a tremendous problem and it's got to be taken in a seriesaof steps. It's got to be broken down into a manageable proportion and into manageable statements by this Board in looking over the whole problem. The Board determined that this was not only a manageable step but the first and the urgent one to see to it that no inaction on our part resulted in delayed reconversion. So we digested, talked this one through and have got this one in shape. We're now moving right ahead to next steps. I think it's the next steps that get to be important and we expect in that way properly to handle this huge problem..

6709

Q. Dr. Taylor, Judge Vinson yesterday had one sentence in which he said it may be possible to make some adjustments for some workers who suffer a loss in take-home because of the shortened workweek. Is that premature, too?

DR. TAYLOR: I think it's premature. If you notice in Justice Byrnes' report to the Congress, however, he suggested that the War Labor Board and the Director of Economic Stabilization might very well make studies of particular industries where hourly wages had lagged particularly, and it seems to me that that's the first approach to considering this problem to which you refer.

Q. What are some of those industries, Dr. Taylor?

DR. TAYLOR: Well, I don't know. We've got a committee working on them.

Q. Do you have any time schedule when you will get around to the take-home pay?

DR. TAYLOR: We discussed it yesterday on the Board all day..... We're moving just as fast as we can.

We think we've got our backlog problem licked, so we have to keep it licked by deciding cases and at the same time going ahead with our discussions on this one.

Q. Does it look like a matter of merely weeks?

DR. TAYLOR: Well, I would say it would be a matter of weeks before the Board really begins to see this whole problem. It might very well be, however, that some statements can be forthcoming on portions of it just as this one is, within a matter of a week or ten days, perhaps. It's possible.

Q. Does the Board have any estimate of what percentage the take-home pay of workers may go down in the next year?

DR. TAYLOR: No, we don't, and that's one of the matters that are going into. I might say this: that the War Labor Board and other government agencies are cooperating very closely on this whole problem. This statement that we have was not only passed unanimously by the Board, but was discussed with OPA, WPB, War Manpower, Office of Economic Stabilization, and War Mobilization. It has been developed all around. We intend to continue our discussions in close cooperation with all these other agencies, and that's one of the points that we are in the process of discussing now. We want to pull into our problem the impact of the cutbacks and what it means in terms of lost jobs and reduced hours very precisely; what it means in terms of manpower; what an action on our part would do to price. In the committee discussions we have had so far every body is most encouraging about the efficacy of that kind of cooperation.

Q. Do you expect much pressure for a reduction of wages?

DR. TAYLOR: No, I don't know of any. The whole reaction seems to be a desire to maintain present wage levels for the time being. When I talk about wage levels, I mean present wage rate schedules; that is, how much you pay a man an hour and how much you pay a man a piece. There is no disposition on the part of industry to reduce those, that I can see. The only time the question arises is when somebody does shift from one industry to another; where he has been in war work really in one industry and goes back to civilian production in a different industry. There is discussion about it at that point; but by and large I haven't seen any indication at all that industry wants to lower present wage rate scales.

(The conference adjourned at 3:10 p. m.)

ADVANCE RELEASE ADVANCE RELEASE

NATIONAL WAR LABOR BOARD

B-2068
Federal Pay

DIVISION OF PUBLIC INFORMATION
PRESS RELEASE

For release upon delivery
Friday, April 27, 1945

Cleared and Released Thru
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Office of War Information

Chairman George W. Taylor made the following statement today before a Subcommittee of the Senate Civil Service Committee which is holding hearings on a bill to increase salaries of federal government employees:

Several general principles of the national wage stabilization program should be taken into consideration in connection with the proposed legislation affecting government employees' salaries.

The Wage Stabilization Act of October 2, 1942, of course, was not intende intended to "freeze" wages. When something is "frozen" it become rigid, dead, and America needed some flexibility in its wage policy in order to get the maximum war production. That is why the Congress in the Stabilization Act, authorized and directed the President to stabilize wages and prices, but not to "freeze" them. Congress said that "such stabilization shall so far as practicable be on the basis of the levels which existed on September 15, 1942." It was provided, in addition, that "the President, may, except as otherwise provided in this Act, thereafter provide for making adjustments ... to the extent that he finds necessary to aid in the effective prosecution of the war or to correct gross inequities...."

In Executive Order 9250, the President provided, in accordance with the Act of Congress, for exceptions from that general rule against wage increases. He permitted increases where "necessary to correct maladjustments or inequalities, to eliminate substandards of living, to correct gross inequities or to aid in the effective prosecution of the war." The President reaffirmed the Little Steel formula in Executive Order 9328 on April 8, 1943, while modifying the wage policies in certain other respects.

The danger of a self-feeding spiral of inflation, with wages chasing prices up, was met by the preservation of September 15, 1942, levels of wages, Once the general level of wages and prices had been so stabilized, the elimination of specific wage inequities could be carried out with negligible effect upon the overall inflation problem. A drastic course of freezing inequities would have made but little contribution toward limiting total purchasing power, yet it would impair employee morale and effective plant operations.

A basis exception to the denial of wage increases is the Little Steel formula, which, as you know, holds open the door for those groups of employees whose wages have lagged far behind the cost-of-living increase. When the Board created the Little Steel formula in 1942, it knew that approximately two thirds of American workers already had received more than 15 per cent above their January, 1941, rates. The general cycle of wage increases was interrupted by the wage stabilization program, and the Board thought it only just that the laggards be brought up, at least to the 15 per cent rise in cost of living at that time.

Most workers who had not received 15 per cent or more in increases prior to stabilization have by now received their "Little Steel" allowance. There are some groups which have not received any of their 15 per cent. We have held the door open, but in some cases the employer involved has not seen fit to grant the "Little Steel" adjustment.

The 15 per cent rule has been challenged by labor, of course, on the grounds that the cost of living index has risen about 30 per cent over the Little Steel base of January, 1941. Labor asked that the Little Steel allowance be increased to at least 30 per cent. The public members of the War Labor Board, however, found that while basic wage rates have risen only about 20 per cent since January, 1941, the average straight-time hourly earnings of American workers have increased 36.7 per cent in that period, even after eliminating the factor of shifts from low-paid to high-paid industries during the war.

The difference between the rise in basic wage rates of 20 per cent, the factor which the War Labor Board can control, and the 36.7 per cent figure represents wartime upgrading of workers, increased incentive earnings, merit increases and such factors. In applying "Little Steel," however, the Board does not take such increases into account. It is concerned with the basic wage rate for a given job.

I believe the federal government employees are entitled to a so-called Little Steel adjustment in accordance with the policies of the National War Labor Board. Virtually every other group in the country has received this increase which is deemed necessary to preserve pre-war wage standards. The granting of this increase will not result in the starting of any new cycle of wage increases. The Little Steel allowance is one of the exceptions to the general rule that wage increases should not be made. It brings the recipients up to the wage line which Congress and the President recognized would not cause inflation but would aid in the effective prosecution of the war by eliminating inequities.

ADVANCE RELEASE ADVANCE RELEASE

NATIONAL WAR LABOR BOARD
DIVISION OF PUBLIC INFORMATION
PRESS RELEASE

B-2066
West Virginia Pulp
(Paid Meal Time)

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Office of War Information

For Release In Morning Papers
Of Thursday, April 26, 1945

The National War Labor Board today unanimously approved an agreement between a company and a union providing for paid meal periods for employees who work for two hours after the normal quitting time on the basis that industry and area practice is not necessarily controlling in a voluntary case on an issue of this type.

The West Virginia Pulp and Paper Company, New York, and the United Mine Workers of America, District 50, bargaining representative of the 820 employees involved, had agreed on the following provision:

"Any day worker required by the Company to work more than six hours after the close of his regular lunch period, or a tour worker required by the Company to work more than two hours after the end of his tour, shall be granted a reasonable lunch period. This lunch period shall be for twenty minutes if meal is furnished by the company but for one hour if meal is not furnished. Such lunch periods shall be included as paid time. However, this arrangement for lunch shall not apply to tour workers staying on at the end of the tour to wash up or clean up prior to a shut down."

A ruling by the Second Regional WLB at New York modified the provision to the extent that a worker should work three hours overtime before he would be entitled to the meal provisions, on the grounds that it was not satisfied that the provision as agreed to was the company's previous practice or that it was the practice in the industry.

In its appeal, the union explained that the provision formalized and slightly extended a practice informally followed in the mill prior to the agreement. It stated that meal provisions were fair and would apply only to unusual instances caused by break-downs and irregularities in operatinns.

The union also cited the fact that tour workers quit at 7 a.m., 3 p.m. and 11 p.m. and would get a meal only if they worked two hours beyond those times. A day worker quitting at 5 p.m. would get a meal only if he worked to 7 p.m., which would be six hours after the close of his regular lunch period at 1 p.m.

The National Board's ruling is attached.

6629
4-25-45

NATIONAL WAR LABOR BOARD

In the Matter of: :

West Virginia Pulp & Paper Co. : DATE: March 29, 1945
New York, N.Y.

and :

United Mine Workers of America :
Dist. #50, Ind. CASE NO: 2-52,335

:

RULING

By virtue of and pursuant to the powers vested in it by Executive Order 9017 of January 12, 1942, the Executive Orders, Directives and Regulations issued under the Act of October 2, 1942, and the War Labor Disputes Act of June 25, 1943, the National War Labor Board, having considered the petition filed in the above entitled case for review of the Ruling dated January 12, 1945 of the Second Regional War Labor Board hereby takes the following action:

1. The Ruling entered on January 12, 1945 by the Regional War Labor Board for the Second Region, insofar as it affirms a previous ruling with respect to the proposed adjustment No. 4 Article XI. Meals, is hereby set aside and the agreement of the parties is approved.

Representing the Public:

Lewis M. Gill
Nathan Feinsinger

Representing Labor:

Delmond Garst
J. A. Brownlow

Representing Industry:

Earl N. Cannon
S. Bayard Colgate

ADVANCE RELEASE ADVANCE RELEASE

NATIONAL WAR LABOR BOARD

DIVISION OF PUBLIC INFORMATION
PRESS RELEASE

B-2030
General Motors
(Brown-Lipe-Chapin Div.)
(Arbitration)

For Release in Morning Papers
of Thursday, April 5, 1945

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Office of War Information

The National War Labor Board announced today it had upheld and adopted as its own order a referee's award that the General Motors Corporation establish a 93-cent hourly rate for all women employed at the Brown-Lipe-Chapin Division, Syracuse, New York, except janitresses for whom a 79-cent rate was set. The new rates, under the terms of the award, are retroactive to September 4, 1943, or the beginning of the payroll period nearest that date. Industry members dissented.

The Board's action affirms the directive order of the Eleventh Regional WLB at Detroit which also had upheld the referee's award, and from which the company had appealed on the basis that the rates awarded were too high and that the referee went beyond his jurisdiction.

Approximately 800 women workers represented by the United Automobile Workers, CIO, are affected by the order.

The corporation and the union had been directed by the National Board in September, 1942 to incorporate in their agreement a provision that "wage rates for women shall be set in accordance with the principle of equal pay for comparable quantity and quality of work on comparable occupations."

A dispute arose over the application of the provision to raise rates for women at the Brown-Lipe-Chapin Division and the issue was submitted to a referee for settlement in accordance with the contract. Women in most of the classifications received 78 cents an hour, while janitresses received 69 cents an hour. Men employees receive two rates--99 cents an hour or $1.02. The janitor rate is 84 cents.

The award stated:

"The rate of $ .93 per hour shall be established at Brown-Lipe-Chapin Division as the job rate for all classifications performed by women which are in dispute, except Janitresses. These classifications shall be given some appropriate designation such as 'minor' or 'light'. As an alternative, the parties may negotiate two job rates to cover these classifications, provided that a reasonable differential is proposed and that the same approximate weighted average is maintained.

"The job rate for Janitresses shall be increased to $.79 per hour.

"All wage rate adjustments herein provided shall be made retroactive to September 4, 1943 or the beginning of the nearest payroll period. The Board's standard policy with respect to procedure for handling retroactive pay to quits and discharges shall be applied."

6530
4-4-45

The retroactive date of September 4, 1943, was picked by the arbitrator because that was the date the union resubmitted certain forms to the management which it was required to submit by a supplementary directive order of the Board. This supplementary directive order provided that adjustments having to do with women's rates should be retroactive to April 5, 1943 provided the union furnished management with certain forms by June 1, 1943. The forms covering some of the jobs in dispute were submitted before June 1, but they were not complete and had to be supplemented. This was done and the forms resubmitted on September 4, which became the date set by the arbitrator as the effective date for the adjustments.

The corporation, in its appeal, contended that the effective date should have been the date of the arbitrator's award--September 27, 1944. It stated that more than $400,000 in back pay was involved. The union asserted the effective date should have been April 5, 1943 as set forth in the National Board's directive order.

The National Board's directive order is attached.

6530

Please Order
By B- Number

NATIONAL WAR LABOR BOARD

DIVISION OF PUBLIC INFORMATION

For Week Ending March 31, 1945

PRESS RELEASE DIGEST

B-2008 YALE & TOWNE MFG. CO. (Sager Lock Works Div., No. Chicago, Ill) &
3-25-45 UNITED STEELWORKERS OF AMERICA, Local 1647, CIO (No. 111-5127-D)
NWLB upheld a decision of the Sixth Regional Board (Chicago) which ordered the Board's standard vacation schedule of one week after one year and two weeks after five years for the employees of this plant. Vacation pay is to be calculated on the average hours worked in the two pay periods immediately preceding the vacation multiplied by the regular rate of pay. The company contended that its present plan of one week after one year is more liberal than practice in the area or in the lock industry, Industry members Margetts and Roberts wrote a dissenting opinion stating that the Board had disregarded past policy in approving the two weeks vacation when the company's plan was more liberal than area or industry practice.

B-2009 Address by Nathan P. Feinsinger, Alternate Public Member, at the Colora-
3-23-45 do Labor Institute, Denver, Colorado on "IMPACT OF THE NATIONAL WAR LABOR BOARD ON COLLECTIVE BARGAINING."

B-2010 NWLB removes from the exemptions provided for under General Order No. 4
3-26-45 all dry cleaning establishments in nine counties of Southern California and luggage manufacturers in Los Angeles County, California. This action was taken upon recommendation of the Tenth Regional Board (San Francisco). On the recommendation of the First Regional Board (Boston) the Board also extended wage controls to jewelry manufacturing firms employing eight or less in the six New England states.

B-2011 NWLB amended paragraph D of its directive order of July 8, 1943, estab-
3-26-45 lishing the War Shipping Panel to provide for the transmittal of voluntary applications for approval of wage and salary adjustments within the jurisdiction of the Panel directly to the Panel from the Wage and Hour Division instead of to the Regional Boards.

B-2013 RYAN AERONAUTICAL CORP. (San Diego, Calif.) &
3-27-45 UNITED AUTOMOBILE WORKERS UNION, Local 506, CIO
NWLB unanimously ruled that an arbitration board's decision which ruled that three lathe operators be upgraded to precision machinists did not require Board approval. The Board stated that the arbitration award did not require approval "since, by the terms of the submission, it is final and binding upon the parties, and since it merely determines the proper classification of certain employees, which would have not required Board approval had the parties made such adjustment voluntarily."

B-2014 SUBMARINE SIGNAL CO. (Fall River Plant)& (No. 111-9565-D)
3-27-45 UNITED ELECTRICAL, RADIO & MACHINE WORKERS, Local 284, CIO
NWLB upheld a decision of the First Regional Board (Boston) which directed the company to pay double time for work in excess of 12 consecutive hours a day. The Regional Board's decision was based on an

interpretation of E. O. 9240 which permits "extra compensation for onerous work, night work or emergency work." The interpretation states that time worked over 12 hours a day "is ordinarily regarded as particularly onerous." The payment of double time for more than 12 hours work is the practice in the industry.

B-2015
3-27-45

EDISON SAULT ELECTRIC CO. (Sault Ste. Marie, Mich.) &
UNITED MINE WORKERS, Dist. 50, Local 12413 (No. 111-7549-D)
NWLB directed the company to include in its contract a provision that it would not amend the sick leave and group insurance plans without the consent of the union. The plans were ordered included in the contract by the Eleventh Regional Board (Detroit) on the basis that they were already in effect and were part of the company's wage structure. The company claimed that the plans were voluntarily put into effect and that while it had no intention of discontinuing the plans, it would should retain freedom of action regarding the matter. The union contended that if the plans were discontinued, it would be a decrease in wages.

B-2016
3-27-45

ALUMINUM CO. OF AMERICA & (No. 111-9615-D)
INT. UNION OF MINE, MILL & SMELTER WORKERS, Locals 702, 735, 755, CIO &
UNITED STEELWORKERS OF AMERICA (Nos. 111-8152 & 111-7218-D)
NWLB unanimously directed shift differentials of 4¢ and 6¢ an hour for the second and third shifts respectively, in 20 plants where the Steelworkers Union is collective bargaining agent. The company had asked differentials of 3 and 5¢ while the union had asked differentials of 10 and 15¢. The Board denied the union's requests for a 15¢ general wage increase, a minimum hiring rate of 95¢, guaranteed 40 hours pay for every week in the year and sick leave and insurance plans. The Board also directed the checkoff of union dues and initiation fees in this case and the case involving the Mine, Mill & Smelter workers in 3 plants. In this case the Board ordered the same overtime pay provisions as it did in the Steelworkers case. The Board, in both cases, ruled on the method of payment for transferred employees.

B-1888E
3-27-45

AMERICAN TEL. & TEL. CO. (Long Lines Dept.) & NEW YORK TELEPHONE CO., (Traffic Division) & FED. OF LONG LINES TELEPHONE WORKERS & TRAFFIC EMPLOYEES ASSN. (Nos. 111-7204-D & 7526-D)
NWLB, acting on the recommendation of the Telephone Panel, unanimously directed that the wage adjustments previously directed for employees of the companies (See B-1888D) are to be retroactive to January 10, 1944, the date when the question of wages was reopened in the contracts.

B-2017
3-28-45

MONTGOMERY WARD & CO. (Balto., Md.) &
WAREHOUSEMEN & DISTRIBUTION WORKERS, Local 219, CIO (No. 111-5443-D)
NWLB upheld an order of the Third Regional Board (Phila.) which ordered standard voluntary maintenance of membership with check-off and directed the company to correct substandard wages by increasing the minimum rate range of 45-50¢ to 50-55¢ an hour and to increase other rates in the lower classifications in order to retain present range spreads. The Board denied the company's appeal on the issues of grievance machinery, arbitration, seniority, retroactivity, termination clause, signing of the agreement, daily overtime, double time for the seventh day and night shift differentials. The Board denied the union's appeal on the issues of automatic increases, equal pay for equal work by women and a general wage increase.

B-2018 W. A. JONES FOUNDRY & MACHINE CO. (Chicago, Ill.) &
3-28-45 UNITED AUTOMOBILE WORKERS, Local 158, CIO (No. 111-332-C)

NWLB directed a 6½¢ an hour increase, effective as of May 10, 1944, for all employees except common laborers and an additional 3¢ an hour general wage increase effective February 1, 1943, for all employees. This order is the second following a hearing October 9 at which the company was directed to show cause why it had not complied with an order of the Sixth Regional Board (Chicago) which directed union security and a 10¢ increase for all employees except common laborers. The Board's first order reissued the Regional Board's order, but retained the wage issue and directed that a further investigation be made. This order is the result of that investigation.

B-1963C TEXTILE CASES
3-28-45

Dissenting opinion of the industry members to the Board's decision in the textile cases quoting and reaffirming their statement of February 23 (B-1963A) which said "the considerations, both of policy and of practical consequence, are in our opinion overwhelmingly against the action taken by the majority." They contended that the 55¢ minimum wage ordered by the Board could not help the textile industry in obtaining manpower when it applies to all other industries now by Board action. "(The Board, on February 26, unanimously authorized the Regional Boards to approve rates up to 55¢ an hour to eliminate substandards of living.) "We have no reason to believe that the textile industry is so completely homogeneous that we can say that one wage structure will fit it all, and that the historic wage structure means nothing...The ordering by the majority of a whole new wage structure seems perilously close to the outer limits of the Board's authority."

B-2019 COOLERATOR CO. (Duluth, Minn.) &
3-29-45 UNITED STEELWORKERS OF AMERICA, Local 1096, CIO (No. 111-4241-D)

NWLB modified an order of the Sixth Regional Board (Chicago) which ruled that disagreements over wage negotiations should be submitted to arbitration, according to the contract, in the event that the "Little Steel" formula is revised. The Board held that the issue need not be submitted to arbitration. The company, in its appeal, contended that it was not the policy of the Board to require arbitration on matters that are already embodied in a contract. The Regional Board denidd a request of the union for elimination of an escalator clause from the contract which automatically adjusted wages to meet the changes in the cost of living. Since the employees have already received the maximum allowable under the "Little Steel" formula, the escalator clause is ineffective. In its stead the union asked for a 17¢ an hour general increase which was denied by the Regional Board/

B-2020 FEDERAL-MOGUL CORP. (Detroit, Mich.) &
3-29-45 UNITED AUTOMOBILE WORKERS, Local 202, CIO (No. 111-9297-D)

NWLB affirmed an order of the Eleventh Regional Board (Detroit) which provided that the records of original time studies made for the purpose of setting new piece rates should be available for inspection by the union on request, and any objections raised should be treated as grievances. The company contended that the Regional Board's order changed the contract provision agreed to by the parties and that it nullified

Con't. denial of the union's request for participation in the studies by making the records available before any grievance is filed. The Regional Board held that the union has a right to see the records before filing a grievance and that such a procedure would tend to avoid grievance.

B-2021
3-29-45
TUGBOAT OWNERS IN PORT OF BALTO., MD. (5 companies) &
INT. LONGSHOREMEN'S ASSN., Locals 1510 & 1337, AFL & NATIONAL MARINE BENEFICIAL ASSN., Local 5, CIO.
NWLB, acting upon the recommendations of its War Shipping Panel, directed the companies to reduce the basic work-day from 9 to 8 hours for "single crew" boats and from 11 to 10 hours for "double crew" boats, but were authorized to start the work day of "single crew" boats any time between 6 a.m. and 5 p.m. regardless of the starting time within these limits, and to pay only straight time for hours worked during the basic day. Time and one-half is to be paid for work beyond the basic day. The Board's order also provides that there be no reduction in the weekly and monthly rates of pay provided for in the present contract. Dexter M. Keezer, public member, wrote an opinion for the Board majority. The industry members wrote dissenting and supplementary dissenting opinions.

B-2022
3-28-45
Statement by Chairman George W. Taylor congratulating leaders of labor and industry who signed the "New Charter for Labor and Management". "The charter's emphasis on the substitution of collective bargaining for strikes and lock-outs in settling disputes between management and labor promises to aid materially in the rapid reconversion of our industrial resources to peace-time production and that high level of consumption we all seek,..We always have urged management and labor to negotiate their own agreements, because they know their own special problems better than governmental representatives can ever hope to know them."

B-1939A
3-29-45
NWLB amended General Order No. 31 so as to permit employers using a rate-range wage system to obtain approval from Board agencies of proper plans for hiring new employees at rates above the minimum of the respective rate ranges. The new amendment substitutes flexible controls suited to individual employer's circumstances in place of one over-all inflexible control.

B-2023
3-30-45
NWLB revised the wording of its General Order No. 38 to clarify which new incentive wages or piece rates may be made without Board approval. This does not change any of the meaning of the original order, which provides for the maintenance of the established relationship between earnings and effort, but revises the language to avoid the possibility of misinterpretation.

B-1883A
3-30-45
STANDARD FRUIT & STEAMSHIP CO. &
NATIONAL MARITIME UNION OF AMERICA, CIO (No. 111-6058-D)
NWLB modified an opinion of 1943 which provided that voluntary wage adjustments on foreign vessels chartered by the War Shipping Administration did not require Board approval. The opinion, as modified,

requires that approval must be obtained for adjustments on those vessels under the flags of Honduras and Panama. This action resulted from the Board having taken jurisdiction over and deciding dispute involving seamen on four vessels flying the Honduran flag although operated by the company. The Board had, in November, directed the company to pay the same wages to unlicensed seamen on those vessels as are paid to those on ships flying the American flag, but the Board amended the order by substituting the word "Honduran" for "foreign" to make clear that the decision applied only to the Honduran flag vessels involved. Edwin E. Witte, in an opinion for the Board majority, explained that the Board took jurisdiction over the dispute on advice from the Board's General Counsel and the War Shipping Panel. The industry members in the first of two dissenting opinions charged that the Board "lacked lawful jurisdiction over any foreign vessel" and that its action would "inevitably cause international friction." They also charged that the Board's action was "discrimination of a most serious nature against Honduras and Panama and in favor of other foreign countries whose vessels are in the same status." Mr. Witte's opinion stated that the union withdrew its demands insofar as they related to a fifth vessel (British) and that the Board decided "only the dispute which is before it and its decision has no effect or implications as to vessels of British registry or those of any country not involved in this case." The industry members had declared that there was no ground for excluding the British ship from the order. "To exclude one vessel is therefore to exclude all," the opinion stated.

B-2024
3-30-45

SOUTHERN CALIFORNIA BAKING CO. et al (San Diego, Calif.) & SALES DRIVERS, HELPERS & DAIRY EMPLOYEES, Local 683, AFL & LOS ANGELES CAKE, COOKIE & WHOLESALE BREAD BAKERIES & BAKERY DRIVERS, Locals 276, 186, 572 & 467, AFL (Nos. AR-10-502 & AR-10-501)
NWLB set aside a unanimous decision of its Trucking Commission which had granted a $3 weekly "war time bonus" to driver-salesmen and corresponding hourly increases to other employees of the companies. The Board, instead, directed that the guaranteed weekly earnings of the dirver-salesmen be increased 15% above what the guarantee was on January 1, 1941. In an opinion for the majority, Edwin E. Witte, said that "a war bonus is not approvable unless an increase of like amount not so labeled is approvable. There is nothing in the national wage stabilization program which allows war bonuses to be judged by principles other than those which apply to other wage increases." Vice Chairman Lloyd K. Garrison, who dissented to the denial of the bonus, said be believed that the majority gave "insufficient weight to the equities in the case and, in the light of the equities, too large a weight to certain Board precedents which are not in fact controlling."

B-1962A
3-31-45

NWLB established a Meat Packing Commission with jurisdiction restricted to wage matters arising in plants covered by the master agreement between the parties involved in the recent meat packing dispute cases before the Board. The Board, in its supplementary directive orders of February 20, stated that it would appoint a Commission to settle any wage rate inequality issues remaining after the parties had negotiated, and also to approve or disapprove any wage agreements arrived at by the parties. The Board named Clark Kerr, vice-chariman of the Twelfth Regional Board (Seattle), as chairman and public member and Judge William L. Knous, Justice of the Colorado Supreme Court and public member of the Ninth Regional Board (Denver), as associate public member on a part time basis. Each of the unions and companies are to have a representative on the Commission.

B-2025
3-30-45
Telegram from the Board to parties in the Bituminous coal dispute following certification of the dispute to the Board. The telegram announced a public hearing held on March 31 "at which the parties will be called on to show cause in accordance with the Board's practice in such cases why the terms and conditions of the existing contracts should not be extended, pending final action on the dispute, and why an effective date for wage adjustments that may be finally determined upon should not be fixed."

B-2025A
3-31-45
NATIONAL BITUMINOUS COAL CONFERENCE &
UNITED MINE WORKERS OF AMERICA (No. 111-14875-D)
Following a public hearing, the Board directed the extension of the present agreement between the parties. Any wage adjustments resulting from the negotiations of the parties or from an order of the Board are to be retroactive to March 31, 1945, termination date of the existing contracts. The Board requested the parties to report to the Board on or before April 7 as to the status of their negotiations.

Duncan - 3023

Robinson

OFFICE OF STABILIZATION ADMINISTRATOR

ADVANCE RELEASE
For Thursday morning papers
December 6, 1945

OSA - 5

The Office of Stabilization Administrator today issued comprehensive regulations for the guidance of the stabilization agencies in administering the national wage-price policy established in the Executive Orders of August 18 and October 30, 1945.

The regulations include the following provisions:

1. Pre-approval is granted by the Stabilization Administrator to wage or salary adjustments which are found by the appropriate stabilization agency to fall within specified classes of cases. Applicants still must obtain approval from the stabilization agency. When this approval is obtained the employer may use these increases as a basis for seeking an increase in price ceilings or for increasing costs to the Government.

The classes of preapproved increases include: Increases under standards applied by the National War Labor Board which were in effect prior to August 18, 1945; increases to compensate for rises in the cost of living; and increases to correct inequities in rates paid in different plants in the same industry or locality.

Provision is also made with respect to wage adjustments necessary to insure essential production where manpower "bottlenecks" arise. Pre-approval in bottleneck cases, however, is not granted until an industry is designated by the Stabilization Administrator. The regulations provide that the Administrator will not designate an industry except on the recommendation of an interested Government agency and unless he is satisfied that specific standards provided in the regulations have been met.

Proposed wage or salary adjustments involving only increased costs to the Government, and not increases in price ceilings, may be referred to the Stabilization Administrator, even though they are not approvable under the general provisions of the regulations, if in the agency's judgment the adjustment would be consistent with the stabilization program.

2. Wage or salary adjustments falling within specified classes listed in the regulations are automatically approved as increases which may be taken into account in determining price or rent ceilings or increased costs to the Government.

The specified classes include any wage or salary increase which was:

Lawfully made or approved by the appropriate wage or salary stabilization agency before August 18, 1945.

Made in accordance with the terms and conditions of a wage or salary schedule lawfully in effect before August 18, 1945.

Made in accordance with requirements of War Labor Board or Salary Stabilization Unit regulations regarding the institution of new piece rates or new job rates in line with existing piece or job rates.

Made in accordance with existing orders of the War Labor Board regarding increases up to 55 cents an hour to correct substandards of living.

(over)

3. Standards are provided to guide the Office of Price Administration in dealing with applications for price relief, under the provision of Executive Order 9651 that unapproved wage or salary adjustments shall be taken into consideration in determining price or rent ceilings after the expiration of a reasonable test period -- generally six months.

The regulations require submission of an operating or financial statement to the Price Administrator, reflecting the effect of the wage increase on costs or showing the employer's profit position, for the test period.

4. An unapproved wage or salary increase may be considered as a part of labor costs in determining whether a reduction in price or rent ceilings is justifiable if the OPA had not announced that the reduction was under consideration at the time the wage or salary increase was made.

5. The regulations make clear that the approval of wage or salary adjustments does not warrant consequent increase in price or rent ceilings, or an increase of any particular amount, unless the increase is required under applicable maximum price or rent regulations or the appropriate statutory or administrative standards governing changes in price or rent ceilings.

6. The regulations provide that wage or salary stabilization agencies shall not consider or act upon a proposed wage or salary increase which appears to be conditioned in whole or in part both upon the approval for price consideration and upon the granting of an increase in price or rent ceilings.

This provision, however, does not bar consideration of an increase which is contingent only on approval by the wage or salary stabilization agency or of an increase which will not be put into effect until the Office of Price Administration has made definite determination as to whether price relief is required.

7. In acting upon wage rate increases to compensate for the rise in the cost of living, the wage or salary stabilization agency will use 33 percent as the percentage increase in the cost of living between January 1941 and September 1945.

The 33% figure will be applied where the percentage increase in average straight time hourly earnings in the appropriate unit of employees since January 1941 has not equaled the percentage increase in the cost of living between those dates.

The stabilization administrator has been advised by the Department of Labor that this figure most accurately reflects the increase in the cost of living between those dates.

8. The regulations repeat the point, recently emphasized by the Stabilization Administrator, that a wage or salary increase in the building and construction industry is not lawful unless approved, before the increase has been made.

Similarly, proposed wage or salary adjustments subject to the stabilization regulations of the Secretary of Agriculture require approval, before the increases have been made, unless the adjustments are permissible under those regulations.

The new regulations clarify many other questions of detail arising in the administration of the wage-price policy. Administrative regulations also will be issued by the stabilization agencies, which include the Wage Stabilization Division of the War Labor Board, the Commissioner of Internal Revenue (Salary Stabilization Unit), the Secretary of Agriculture, and the Price Administrator.

A copy of the regulations is attached.

CONFIDENTIAL - HOLD FOR RELEASE

TITLE 32 -- NATIONAL DEFENSE

CHAPTER XVIII -- OFFICE OF STABILIZATION ADMINISTRATOR

OFFICE OF WAR MOBILIZATION AND RECONVERSION

PART 4001.1 - STABILIZATION OF WAGES AND PRICES

SUPPLEMENTARY WAGE AND SALARY REGULATIONS

Pursuant to the authority vested in me by the Stabilization Act of 1942, as amended, and by Executive Order 9250 of October 3, 1942 (7 F.R. 7871), Executive Order 9328 of April 8, 1943 (8 F.R. 4681), Executive Order 9599 of August 18, 1945 (10 F.R. 10155), Executive Order 9620 of September 20, 1945 (10 F.R. 12033), the directive of October 12, 1945, issued by the Director of War Mobilization and Reconversion (10 F.R. 12812), and by Executive Order 9651 of October 30, 1945 (10 F.R. 13487), the following regulations are hereby promulgated:

SUBPART A GENERAL PROVISIONS

Section 101. Purpose. The purpose of these regulations is to carry out the policies established in Executive Orders 9599 (August 18, 1945) and 9651 (October 30, 1945) with respect to increases in wages and salaries and their relationship to price and rent ceilings and costs to the United States. These regulations supersede all previous regulations, directives or rulings of the Economic Stabilization Director or the Stabilization Administrator to the extent that they are inconsistent with them. *

Section 102. "Approved" and "unapproved" wage and salary increases. As used in these regulations, an "approved" wage or salary increase means an increase which has been approved both by the appropriate wage or salary stabilization agency (listed in Section 107) and by the Stabilization Administrator or in his behalf in accordance with the provisions of Section 302 of these regulations. An "unapproved" wage or salary increase means any other wage or salary increase.

Section 103. What wage and salary increases are lawful.

(a) Subject to the exceptions stated in the succeeding paragraphs of this section, the payment of any wage or salary increase on or after August 18, 1945, is lawful under the wage stabilization laws. The fact that such a wage or salary increase is "unapproved" does not mean that it is unlawful under those laws or that it is disapproved by the Government. The consequences of approval or lack of approval of a wage or salary increase paid on or after August 18, 1945, have to do only with the extent, if any, to which the increase may be used in determining price or rent ceilings or in increasing costs to the United States.

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* As hereafter used in these regulations, the term "Stabilization Administrator" includes also the Economic Stabilization Director in the case of actions taken before September 20, 1945.

(over)

(b) Pending provision to the contrary by the National War Labor Board, or any successor agency, a wage or salary increase subject to the Board's General Order 41 (relating to the building construction industry) or General Order 42 (relating to certain wage adjustments in the basic steel industry) is not lawful unless, before the increase is made, it has been approved as required by the applicable order.

(c) Pending provision to the contrary by the Secretary of Agriculture, a wage or salary increase subject to the wage or salary stabilization regulations of the Secretary of Agriculture is not lawful unless, before the increase is made, it has been approved as required by those regulations or unless the increase is permissible under the terms of those regulations.

Section 104. What wage or salary increases are or may be approved. The classes of wage or salary increases which are or may be approved are set forth in Subpart C of these regulations.

Section 105. Effect of "unapproved" wage and salary increases. An unapproved wage or salary increase shall not be taken into consideration in determining price or rent ceilings or in increasing costs to the United States except to the limited extent authorized in Subpart B of these regulations.

Section 106. Effect of "approved" wage and salary increases. An approved wage or salary increase may be taken into consideration in determining price or rent ceilings or in increasing costs to the United States in accordance with the provisions of Subpart D of these regulations.

Section 107. List of designated wage or salary stabilization agencies. (a) The following, for the purpose of these regulations, are designated wage and salary stabilization agencies:

(1) The National War Labor Board, or any successor agency, with respect to wages and salaries as to which the Board exercised jurisdiction on August 17, 1945.

(2) The Commissioner of Internal Revenue, with respect to salaries as to which the Commissioner exercised jurisdiction on August 17, 1945.

(3) The Stabilization Administrator, with respect to wages and salaries as to which the National War Labor Board was precluded from exercising authority by the Lea Amendment to the National War Agencies Appropriation Act of 1946. (Such cases will be transmitted to the Stabilization Administrator by the Secretary of Agriculture.)

(4) The Secretary of Agriculture, with respect to wages and salaries as to which the Secretary exercised jurisdiction on August 17, 1945.

(b) The provisions of these regulations are also applicable, to the extent provided by Executive Order 9299 and Section 4 of the Stabilization Act of 1942, as amended, to wages and salaries of employees who are subject to the provisions of the Railway Labor Act.

(more)

Section 108. Application to suspended price or rent ceilings. For the purposes of these regulations the terms "price or rent ceilings" shall include price or rent ceilings which have been suspended by the Price Administrator.

Section 109. Wage increases required by certain statutes. Nothing in these regulations shall be construed to apply to any wage or salary increase required by the provisions of the Fair Labor Standards Act, the Walsh-Healey Act, or the Davis-Bacon Act.

SUBPART B UNAPPROVED WAGE OR SALARY INCREASES

Section 201. Right to seek approval after making increase. The making of a wage or salary increase without obtaining prior approval shall not be deemed to be a waiver of the right to apply for approval thereafter. Approval shall be given or withheld on the same basis as if the employer had applied for it before putting the wage or salary increase into effect.

Section 202. Extent of waiver by institution of unapproved increase. Except as provided in Sections 203 to 207, the making on or after August 18, 1945, of an unapproved wage or salary increase shall be deemed to be a waiver, unless and until the increase is approved, of:

(a) Any right which the employer might have to use such increase in whole or in part as a basis for seeking or obtaining an increase in price or rent ceilings;

(b) Any right which the employer might have to use such increase in whole or in part as a basis for resisting an otherwise justifiable reduction in price or rent ceilings which, at the time the increase was made, had been announced by the Office of Price Administration as under consideration;

(c) Any right which the employer might have, in the case of products or services being furnished under contract with a federal procurement agency, to use such increase in whole or in part as a basis for increasing costs to the United States;

(d) Any right which the employer, if a public utility or common carrier might have to use such increase in whole or in part as a basis for seeking or obtaining an increase in rates: Provided That the provisions of this paragraph shall in no event be held to impair the right of any public utility or common carrier to seek an increase in rates based in whole or in part upon an unapproved wage or salary increase after the expiration of the Stabilization Act of 1942, as amended.

Section 203. When an unapproved wage or salary increase may not be taken into consideration in determining price or rent ceilings. (a) The Price Administrator shall not take into consideration any unapproved wage or salary increase in determining price or rent ceilings except in cases in which the conditions of Section 205 have been satisfied. Notwithstanding this provision, however, the Price Administrator may take an unapproved wage or salary increase into consideration in determining whether a reduction in price or rent ceilings is justifiable, if the reduction had not been announced as under consideration at the time when the wage or salary increase was made.

(b) No seller or landlord may take any unapproved wage or salary increase into consideration in determining his price or rent ceilings except in accordance with regulations or orders of the Price Administrator issued pursuant to Section 205(a)(3).

Section 204. Method of excluding unapproved increases from costs. Whenever there is presented as a basis for an increase in price or rent ceilings an operating or financial statement which reflects, in whole or in part, the results of operations during a period in which an unapproved wage or salary increase was paid but which does not satisfy the requirements of Section 205, the Price Administrator shall:

(a) As a general rule, deduct from the costs as shown in the statement the amount of the increase in payroll resulting from the unapproved increase, except to the extent that the employer affirmatively shows that the increase in labor costs attributable to the unapproved increase was less than the increase in payroll; but

(b) Accept, if otherwise proper, the costs as shown in the statement without correction on account of the unapproved increase, to the extent that the increase served only to maintain average hourly earnings after discontinuance of an established overtime schedule, and, therefore, presumptively did not increase costs.

Section 205. When an unapproved wage or salary increase shall be taken into consideration in determining price ceilings. (a) The Price Administrator shall take an unapproved wage or salary increase into consideration in determining whether an increase in price or rent ceilings is then required under the provisions of any applicable maximum price or rent regulation or under the applicable statutory or administrative standards governing a change in price or rent ceilings if, but only if, the employer submits an operating or financial statement satisfying the requirements of this section.

(1) Such an operating or financial statement shall be prepared in such manner and form as the Price Administrator may by regulation or order require and shall reflect the effect of the increase on costs, or show the employer's profit position, for a representative period beginning on or after the date on which the increase was made and ending not less than six months after that date. For the purposes of this section and of Executive Order 9651, a wage or salary increase will be deemed to have been made on the date when it was first reflected in current payrolls after having been announced as effective.

(2) The Price Administrator may, before taking into consideration any unapproved wage or salary increase in determining price or rent ceilings, require preparation or submission of an operating or financial statement covering a longer period than that specified in subparagraph (1) if he finds that, because of exceptional circumstances, such a statement is necessary in order to secure an adequate basis for judging whether the increase can be absorbed.

(3) In no case may any greater weight be given an unapproved wage or salary increase in determining price or rent ceilings than is justified by an operating or financial statement submitted in accordance with the provisions of subparagraphs (1) or (2) of this section.

(more)

(4) In no case may the Price Administrator take into consideration in determining price or rent ceilings any retroactive part of an unapproved wage or salary increase -- that is, any part of a wage or salary increase paid on account of work done prior to the date when the increase was made, as defined in subparagraph (1).

(5) The Price Administrator shall issue appropriate regulations or amendments to existing regulations or orders, consistent with the requirements of this section, applicable to cases in which sellers or landlords determine their own price or rent ceilings without application to the Office of Price Administration.

(b) Nothing in this section nor in Executive Order 9651 shall be construed to direct any increase in price or rent ceilings, or an increase in any particular amount, unless such increase is required under the provisions of an applicable maximum price or rent regulation or under the applicable statutory or administrative standards governing changes in price or rent ceilings. Thus, neither this section nor Executive Order 9651 shall be construed to require the adjustment of any employer's price or rent ceilings on an individual-seller or individual-rental unit basis unless adjustment on this basis is authorized by the provisions of an applicable regulation or order. Nor shall the results of operations as disclosed in the operating or financial statement provided for in this section be taken as determinative of the need for an increase in price or rent ceilings, or the amount of any needed increase, if other grounds exist which, under the standards generally applied in cases not involving unapproved wage or salary increases, would warrant different action.

Section 206. Use of unapproved increase as basis for seeking increase in utility rates. An employer, if a public utility or common carrier, shall not use any unapproved wage or salary increase as a basis, in whole or in part, for an application for an increase in rates, except on the basis of an operating or financial statement reflecting the effect of the increase on costs, or showing the employer's profit position, for a representative period beginning on or after the date on which the increase was made and ending not less than six months after that date. The employer shall specifically indicate, in any notice to the Price Administrator of an application for a rate increase, whether the application is based in whole or in part on an unapproved wage increase. If, in the judgment of the Price Administrator, an operating statement covering a longer period is necessary, because of exceptional circumstances, in order to secure an adequate basis for judging whether the increase can be absorbed, he is authorized in behalf of the Stabilization Administrator to make appropriate representations to the rate regulatory agency.

Section 207. Use of unapproved increase as basis for increasing costs to the United States. (a) No unapproved wage or salary increase shall be used as a basis for increasing costs to the United States. No federal procurement agency shall agree to terminate any contract for the purpose of negotiating a new contract which will take account of the cost of an unapproved wage or salary increase. So far as practicable, no federal procurement agency shall take any unapproved wage or salary increase into account in negotiating a fixed price contract.

(b) In determining whether an unapproved wage or salary increase would increase costs to the United States, federal procurement agencies shall be guided by the provisions of Section 204 governing the exclusion of costs of unapproved increases from price or rent ceilings.

(c) Nothing in this section shall require exclusion of an unapproved wage or salary increase as an item of cost in any renegotiation proceeding under the Renegotiation Act of 1943, as amended.

SUBPART C. APPROVAL OF WAGE OR SALARY INCREASES

Section 301. Wage or salary increases which are approved without further application to wage or salary stabilization agencies. Any wage or salary increase (including the institution of a new wage or salary rate) of a kind described in this section shall be deemed to be approved for the purposes of these regulations and may be taken into consideration in determining price or rent ceilings or in increasing costs to the United States in accordance with the provisions of Subpart D of these regulations:

(a) Any wage or salary increase lawfully made without specific approval or approved by the appropriate wage or salary stabilization agency before August 18, 1945.

(b) Any individual or other wage or salary increase made in accordance with the terms and conditions of a wage or salary schedule or plan (including a bonus plan) which was lawfully in effect before August 18, 1945.

(c) Any wage or salary increase made in accordance with the requirements of General Orders Nos. 6 or 38 of the National War Labor Board or Sections 1002.13-14 of Treasury Decision 5295.

(d) Any wage or salary increase satisfying the requirements of General Order No. 30 of the National War Labor Board (relating to increases up to 55 cents an hour).

Section 302. Wage or salary increases approvable only on application to wage or salary stabilization agency. (a) A wage or salary increase which does not fall into one of the classes listed in Section 301 may be approved only on application to, and decision by, the appropriate wage or salary stabilization agency. Such an increase shall be approved only if the appropriate wage or salary stabilization agency finds that it falls within one or more of the classes of cases described in Sections 303 to 306 and only to the extent to which it is found approvable under the terms of those sections. Upon the determination by the appropriate wage or salary stabilization agency that a wage or salary increase is approvable under the terms of the applicable section, the increase shall be deemed to be approved also by the Stabilization Administrator.

(more)

(b) The Stabilization Administrator may modify or add to the classes of cases described in this part of these regulations. As a general rule, he will consider the need for such modification or addition only upon recommendation of one or more of the designated wage or salary stabilization agencies. The Stabilization Administrator will broaden the standards for approvable increases only if he finds that such action is consistent with the overriding policy of Executive Orders 9599 and 9651 to continue the stabilization of the economy.

Section 303. Increases falling within standards in effect prior to August 18, 1945. The appropriate wage or salary stabilization agency may approve any wage or salary increase which it finds falls within one of the standards in effect on August 17, 1945, (except the standards relating to "rare and unusual" cases) under which applications for wage or salary increases were approved.

Section 304. "Cost of Living" increases. The appropriate wage or salary stabilization agency may approve a wage or salary increase which it finds, on the facts of the particular case, is necessary to correct a maladjustment which would interfere with the effective transition to a peacetime economy and is further necessary to make the percentage increase in average straight-time hourly earnings in the appropriate unit since January 1, 1941 equal the percentage increase in the cost of living between January 1941 and September 1945. For the purposes of this section this percentage increase in the cost of living shall be deemed to be 33 per cent. The National War Labor Board and the Commissioner of Internal Revenue will issue appropriate regulations or orders describing to the fullest practicable extent the standards to be applied in passing upon applications for approval under this section.

Section 305. Increases to correct interplant inequities. The appropriate wage or salary stabilization agency may approve a wage or salary increase which it finds on the facts of the particular case, giving due consideration to normal competitive relationships, is necessary to correct an inequity in wage rates or salaries among plants in the same industry or locality which would interfere with the effective transition to a peacetime economy. The National War Labor Board and the Commissioner of Internal Revenue will issue appropriate regulations or orders describing to the fullest practicable extent the standards to be applied in passing upon applications for approval under this section.

Section 306. Increases necessary to insure full production in a "bottleneck" industry. (a) The Stabilization Administrator may, by order issued under this section, authorize approval of any wage or salary increases found necessary to insure full production in an industry which is essential to reconversion and in which existing wage or salary rates are inadequate to the recruitment of needed manpower.

(over)

(b) The Stabilization Administrator will take action under this section only upon recommendation of an interested Government agency and only if he finds, on the facts of the particular case, that the action would be consistent with the purpose of the stabilization laws. In no case will he take such action unless he finds, first that adequate production in the industry in question is of critical importance to the reconversion program and to adequate production in other essential industries; second, that present and anticipated production is seriously short of the needed amount; third, that inability to recruit manpower is a controlling factor in preventing the needed production; and, fourth, that the circumstances justify an inquiry to determine whether an increase in wage rates is necessary to make possible, and would be effective in making possible, the recruitment of needed manpower.

Section 307. Special provision for cases involving costs to the United States. The appropriate wage or salary stabilization agency may refer to the Stabilization Administrator any wage or salary increase which is not approvable under the provisions of sections 301 to 306 if the increase involves only increased costs to the United States and if, in the agency's opinion, approval of the increase would be consistent with the policy of the stabilization laws and of Executive Orders 9599 and 9651.

Section 308. Agreements for conditional wage or salary increases. No wage or salary stabilization agency shall consider or act upon an application for approval of any wage or salary increase which appears to be conditioned in whole or in part upon the granting of an increase in price or rent ceilings. This provision however, shall not be a bar to consideration of an increase which is conditioned upon approval by the appropriate wage or salary stabilization agency nor of an increase which is not to be put into effect until a determination has been made by the Office of Price Administration as to whether an increase in price ceilings is required.

SUBPART D EFFECT OF APPROVED WAGE OR SALARY INCREASES

Section 401. Effect of approved increases in determining price or rent ceilings. (a) In determining price or rent ceilings, the Price Administrator shall take into consideration, on the same basis as other factors affecting costs, any wage or salary increase which is approved under the provisions of these regulations. In so doing, however, the Price Administrator shall exclude from consideration any retroactive part of any such increase -- that is, any part paid on account of work done prior to the date when the increase was made, as defined in Section 205(a)(1).

(b) Nothing in these regulations shall be construed as directing any increase in price or rent ceilings which is not required under the provisions of an applicable maximum price or rent regulation or under the applicable statutory or administrative standards governing changes in price or rent ceilings.

Section 402. Prohibition against adjustment of price or rent ceilings before approved increase has been put into effect or agreed to. The Price Administrator shall not, in the absence of specific approval by the Stabilization Administrator, authorize any increase in price or rent ceilings or make any commitment to authorize any such increase on the basis of any increase in wages or salaries unless such wage or salary increase has been put into effect or a firm agreement exists to put it into effect.

(more)

Section 403. Price increases to be limited to employers who have instituted wage or salary increases. To the fullest practicable extent the Price Administrator shall provide that no employer shall be eligible for the benefits of any increase in price or rent ceilings based upon a wage or salary increase except to the extent to which he himself has put into effect such wage or salary increase.

Section 404. Use of estimates as to effect of approved wage or salary increases on price or rent ceilings. If in the judgment of the Price Administrator the effect of an approved wage or salary increase on costs cannot be estimated within a reasonable margin of error, he shall not authorize any price increase based thereon until he can obtain cost information based on experience during a representative period subsequent to the wage or salary increase. In other cases the Price Administrator may estimate the effect of an approved wage or salary increase on costs without requiring data showing the operating effect of the wage or salary increase. In such cases he may thereafter review and revise the action in the light of actual experience during a representative period subsequent to the increase.

Section 405. How the Price Administrator will estimate the effect of approved wage or salary increases. In estimating the effect on costs attributable to an approved wage or salary increase, the Price Administrator shall give due consideration to: (a) other factors resulting in reductions in labor costs; (b) seasonal, non-recurring, temporary or other non-representative factors; (c) any finding made by an appropriate Federal agency with respect to the effect of the wage or salary increase on costs; and (d) any other relevant evidence of the effect of the wage or salary increase on costs.

Section 406. Effect of approved increases in determining costs to the United States. In the case of products or services being furnished under contract with a federal procurement agency, such agency may take into consideration, on the same basis as other factors affecting costs, any wage or salary increase which is approved under the provisions of these regulations. Nothing in these regulations, however, shall be construed as authorizing or requiring any increase in costs to the United States which is not required by the applicable procurement contract.

Section 407. Increased costs to the United States to be limited to employers who have instituted wage or salary increases. To the fullest practicable extent federal procurement agencies shall provide that no employer shall be eligible for the benefits of any increase in payments by the United States based upon an approved wage or salary increase except to the extent to which he himself has put into effect such wage or salary increase.

John C. Collet
Stabilization Administrator

December 5, 1945

HOLD FOR RELEASE OCTOBER 30, 1945
Hold for release simultaneously with release of President's radio address Tuesday evening, October 30, 1945, which is expected about 10 P.M., E.S.T.

EXECUTIVE ORDER 9651

AMENDING EXECUTIVE ORDER 9599, PROVIDING FOR ASSISTANCE TO EXPANDED PRODUCTION AND CONTINUED STABILIZATION OF THE NATIONAL ECONOMY DURING THE TRANSITION FROM WAR TO PEACE, AND FOR THE ORDERLY MODIFICATION OF WARTIME CONTROLS OVER PRICES, WAGES, MATERIALS AND FACILITIES

By virtue of the authority vested in me by the Constitution and the statutes of the United States and particularly the Stabilization Act of 1942 as amended and for the purpose of carrying out the guiding policies of Executive Order 9599 of August 18, 1945, and amplifying the provisions of part IV thereof, Executive Order 9599 is hereby amended by adding at the end thereof the following part VI:

"VI.

"1. The Stabilization Administrator, designated pursuant to Executive Order 9620 of September 20, 1945, shall approve, under section 2 of part IV of this order, a wage or salary increase falling into any of the following three classes in any case in which such increase has been found by the National War Labor Board or other designated agency to be necessary to correct a maladjustment or inequity which would interfere with the effective transition to a peacetime economy:

"a. Increases where the percentage increase in average straight time hourly earnings in the appropriate unit since January 1941 has not equalled the percentage increase in the cost of living between January 1941 and September 1945.

"b. Increases necessary to correct inequities in wage rates or salaries among plants in the same industry or locality, with due regard to normal competitive relationships.

"c. Increases necessary to insure full production in an industry, designated by the Stabilization Administrator, which is essential to reconversion and in which existing wage rates or salaries are inadequate to the recruitment of needed manpower.

"The Stabilization Administrator shall continue to approve wage or salary increases approved by the National War Labor Board or other designated agency in cases in which such increases satisfy standards in effect prior to August 18, 1945.

"The Stabilization Administrator may define additional classes of wage or salary increases which the National War Labor Board or other designated agency is authorized to approve as necessary to correct a maladjustment or inequity under section 2 or part IV of this order.

"Nothing in the foregoing shall be construed to require the National War Labor Board or other designated agency to approve any wage increase unless, in its judgment, the increase is necessary, on the facts of the particular case, to correct a maladjustment or inequity which would interfere with the effective transition to a peacetime economy.

"In making findings under this section the National War Labor Board or other designated agency shall be subject to directives issued by the Stabilization Administrator under the authority conferred by Executive Orders 9250 and 9328 or other applicable Executive Orders.

"2. Nothing in this order shall be construed to prevent an employer from putting a wage or salary increase into effect and thereafter applying for approval of such increase, under the standards of this order, so that it may be used as the basis for seeking an increase in price ceilings, or for resisting otherwise justifiable reductions in price ceilings, or, in the case of products or services being furnished under contract with a federal procurement agency, for increasing the costs to the United States.

"3. Notwithstanding the fact that a wage or salary increase has not been approved in accordance with this order, the Price Administrator shall, after the expiration of a reasonable test period, which save in exceptional cases shall be six months after the wage or salary increase has been made, take such increase into account in determining whether an increase in price ceilings is then required under the established standards governing increases in price ceilings."

HARRY S. TRUMAN

THE WHITE HOUSE
October 30, 1945

"3. Notwithstanding the fact that a wage or salary increase has not been approved in accordance with this order, the Price Administrator shall, after the expiration of a reasonable test period, which save in exceptional cases shall be six months after the wage or salary increase has been made, take such increase into account in determining whether an increase in price ceilings is then required under the established standards governing increases in price ceilings."

HARRY S. TRUMAN

THE WHITE HOUSE
October 30, 1945

OFFICE OF STABILIZATION ADMINISTRATOR

Judge John C. Collet, Stabilization Administrator, today issued the following rulings and explanations in connection with the wage-price policy announced by the President:

QUESTIONS AND ANSWERS ON WAGE-PRICE POLICY

1. Do employers now have to get Government approval before increasing wages?

No. Employers are free to increase wages without Government approval. This was a basic change in Government wage policy made by President Truman when he issued Executive Order No. 9599 on August 18, 1945. Before that date wage increases as a rule were not lawful unless they had been approved by the wage stabilization agencies of the Government.

There are two exceptions to the general rule that wage increases do not require Government approval. In the building and construction industry, wartime wage controls have been extended until November 18, 1945. Wage controls established by the Department of Agriculture with respect to agricultural labor continue in effect.

2. May unapproved wage increases be used as a basis for an increase in price ceilings?

No. The executive order provides that a wage increase may not be used in whole or in part as a basis for seeking an increase in price ceilings, or for resisting otherwise justifiable reductions in price ceilings, or for increasing costs to the United States, unless it has been approved by the Government's wage stabilization agencies. These are, first, the National War Labor Board or other designated agency, and, second, the Stabilization Administrator. To be approved by these agencies, wage increases must meet certain prescribed standards.

3. The Government's wage stabilization agencies will approve for pricing purposes wage increases falling into certain defined classes. Does this mean that all other wage increases are disapproved by the Government?

By no means. The wage stabilization agencies concern themselves only with wage increases which management desires to use as a basis for price increases, or for resisting price decreases or increasing costs to the United States. "Approval" of a wage increase, therefore, simply means that it may be used for one of these purposes and withholding of approval that it may not. Except in this sense (and with the exceptions noted in the answer to Question 1), the Government no longer formally approves or disapproves any wage increases.

4. Does the fact that a particular wage increase falls into a class that will be approved by the Government's wage stabilization agencies mean that wage increases of this type will be directed by the Government?

No. Just as the Government no longer prohibits wage increases in excess of certain standards so it no longer directs them. Wage increases are to be granted by employers or agreed to as the result of collective bargaining, conciliation or arbitration. The standards for approvable wage increases merely determine when increases arrived at in these ways may be used for pricing purposes.

(OVER)

5. When an employer agrees to a wage increase and puts it into effect without securing approval of its use for pricing purposes, may he seek such approval afterwards?

Yes. By putting a wage increase into effect, an employer waives the right to use it as a basis for an increase in price ceilings (or for the other purposes stated in the executive order) unless and until it has been approved by the wage stabilization agencies. But he does not waive the right to seek such approval. Approval will be given or withheld on the same basis as if the employer had made his application before putting the wage increase into effect.

6. Does an employer's failure to seek or obtain approval of a wage increase mean that he waives indefinitely any right to have it considered for pricing purposes?

No. The purpose of the executive order is to encourage voluntary settlements of wage questions. An employer's reasonable expectation that he will be able to absorb a wage increase may be disappointed by unfavorable developments. If this happens he will not be penalized because he was willing to take chances in an effort to settle his wage controversies.

If, after a reasonable test period -- six months after the wage increase was made, save in exceptional circumstances -- it is shown that an industry will be unable to absorb the increase, the Office of Price Administration will take the increase into account in applying its standards governing price increases. A test period longer than six months will not be required unless the industry's experience within that period is clearly unrepresentative or unreliable. A similar rule will be followed in those cases in which ceiling prices are fixed or adjusted on an individual-firm basis.

7. Is an employer who has in effect an unapproved wage increase barred from receiving any ceiling price relief at all until the expiration of a reasonable test period after allowance of the wage increase?

No. If the employer sustains other cost increases, such as an increase in materials prices, these may, of course, be taken into account for pricing purposes. In determining what, if any, increase in price ceilings is required because of such factors, before the expiration of a reasonable test period, the increase in costs attributable to the wage increase will be disregarded. In such a case, the amount of the increase in costs attributable to the wage increase will be taken to be equal to the amount of the increase in payroll resulting from the wage increase, unless it is shown to be less than that.

8. When the wage stabilization agencies approve a wage increase, in whole or in part, does that mean that the employer will then be permitted to increase his prices by the same amount that he has increased his wages?

No. OPA, in passing on an application for a price increase, will take the approved wage increase into account as an element of costs. The wage stabilization agencies, however, will not have passed on the question whether, taking the wage increase into account, a price increase is required. That question will be decided by OPA, applying the appropriate pricing standards. In deciding this question, OPA will ordinarily act on the basis of estimates as to the effect of the wage increase.

9. What are the classes of wage increases which the wage stabilization agencies will approve for pricing purposes?

President Truman has announced that approval for pricing purposes will be given to three new classes of wage increases. These are:

First: Increases where the percentage increase in average straight-time hourly earnings in the appropriate unit since January, 1941 has not equalled the percentage increase in the cost of living between January, 1941 and September, 1945.

Second: Increases necessary to correct inequities in wage rates among plants in the same industry or locality, with due regard to normal competitive relationships.

Third: Increases necessary to insure full production in an industry, designated by the Stabilization Administrator, which is essential to reconversion and in which existing wage rates are inadequate to the recruitment of needed manpower.

In addition, approval will continue to be given wage increases which satisfy the wage standards in effect before August 18, 1945.

10. Is the present list of classes of approvable wage increases a final and inflexible one?

No. Other classes will be added by the Stabilization Administrator if experience shows the need for them. In determining whether additional classes of wage increases should be approved, however, the Stabilization Administrator will continue to be guided by the overriding necessity of maintaining the stability of the economy.

11. What will be the practical effect of the first of the above standards?

The cost of living in the nation as a whole has increased approximately 30 percent since January 1941. If the average straight-time hourly earnings of employees in the appropriate unit have increased by less than 30 percent since January 1941, this standard will permit the removal of price obstacles to a wage increase sufficient to make up the difference.

Straight-time hourly earnings in the majority of industries are currently more than 30 percent above their January 1941 levels. This standard, therefore, is needed to facilitate wage increases only in the minority of plants and industries in which wages have lagged behind the cost of living.

12. What will be the practical effect of the second of the above standards?

Wartime dislocations and changes in conditions growing out of the war have resulted in various distortions in wage relationships as between different plants. This standard will assure that price ceilings do not stand in the way of the restoration or establishment of appropriate wage relationships in these inter-plant situations. It will permit greater flexibility in the correction of distorted wage relationships than was possible under the rigid requirements of wartime wage standards as applied in the so-called "bracket system". Since wage increases under this standard will be made on a plant rather than an industry basis, the standard is unlikely to have a material effect on commodity price levels.

13. What will be the practical effect of the third of the above standards?

Continuous studies are being made of the problems of reconversion industries, in consultation with industry, labor and other Government agencies. Whenever it is determined that existing wages in a particular industry are inadequate to recruit needed manpower and this inadequacy is causing a bottleneck which is retarding reconversion, the Stabilization Administrator will so announce. It is expected that few industries will be found to fall in this category.

14. When a wage increase might be approved under two or more standards, will the amounts approvable under each standard be added together and approval given to a wage increase equal to their sum?

No. The correction of an inequity requiring a larger wage increase will result in the correction also of any other inequity requiring a lesser increase.

15. Suppose that a wage rate increase of 6 cents an hour would be approvable, if it stood alone, and an employer grants a total increase of 16 cents an hour. May he still secure approval of an increase of 6 cents?

Yes. The 10 cent increase, in other words, will not be treated as removing the basis for approval of the 6 cent increase.

16. Will the National War Labor Board or other designated wage agency approve a wage increase whenever it finds that it falls within one of the standards for approvable wage increases above described?

Not invariably. A particular wage increase must first be found by the Board or other agency to be necessary to correct a maladjustment or inequity which would interfere with the effective transition to a peacetime economy. Usually this finding can and will be made. In such case the further approval of the Stabilization Administrator will have been given in advance. Cases may arise, however, in which, on the particular facts presented, a finding by the Board or other agency that a maladjustment or inequity exists would be inappropriate and will not be made.

17. What procedure should be followed by an employer who wishes to obtain approval of a wage increase which he has put into effect or agreed to put into effect?

He should follow the procedures now in existence for obtaining approval from the appropriate wage stabilization agency. For example, application for approval of a wage increase in a case now falling within the jurisdiction of the War Labor Board should be filed with the nearest local office of the Wage and Hour Division of the Department of Labor on a form supplied by that office (Form 10, pending preparation of a new form). That office will transmit the application to the appropriate office of the War Labor Board.

The War Labor Board or other appropriate wage stabilization agency will be authorized to give final approval to applications, in whole or in part, if it finds that the wage increase involved is within one of the standards described above or any other standard to which advance approval has been given by the Stabilization Administrator.

The wage stabilization agency will not follow the former practice of referring applications to the Office of Price Administration for an advance opinion as to whether a price increase will in fact be required. The price question will be considered only if the wage increase is approved.

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A D V A N C E R E L E A S E   A D V A N C E R E L E A S E

This is the Upstate telephone case

married women p. 4

NATIONAL WAR LABOR BOARD

B-1888J
Upstate [illegible]elephone

DIVISION OF PUBLIC INFORMATION
PRESS RELEASE

For Release in Morning Papers
Of Saturday, September 8, 1945
Radio: 7 P. M., Friday

Cleared and Released Thru
The Facilities of the
Office of War Information

The industry members of the National Telephone Commission of the National War Labor Board, in a dissenting opinion announced today, asserted that, under the limitations of the Fair Labor Standards Act, the Commission had exceeded its jurisdiction in awarding wage increases to switchboard operators employed at certain small community exchanges of the Upstate Telephone Company, servicing upstate New York.

The opinion, written by Burton W. Saunders and G. K. McCorkle, was issued in connection with a recent decision of the Commission which awarded wage increases to approximately 200 workers employed at the company's traffic, accounting and commercial departments who are represented by the Upstate Telephone Workers Union, affiliated with the National Federation of Telephone Workers, Independent.

The industry members cited an amendment to the Fair Labor Standards Act which provides that the minimum wage of 40 cents an hour established by the Act does not apply to "any switchboard operator employed in a public telephone exchange which has less than 500 stations."

The company operates 36 exchanges, of which four employ switchboard operators servicing less than 500 stations. Twelve of the exchanges have dial stations and do not have switchboard operators. Eleven counties are serviced by the company.

In a decision issued on August 1, the Commission awarded wage increases ranging from five cents an hour in the starting rates to 14 cents an hour in the maximum rates, depending on the location of the exchange and the time required to reach the maximum rates.

Prior to the Commission's directive, the time required to reach the maximum wage rates varied from 10 to 15 years. The Commission reduced the schedules so that the maximum rates could be reached in three to eight years, depending on the location of the exchange.

Under the adjusted schedules, the employees receive starting rates of 45 cents an hour and the maximum earnings for traffic department employees range from 60 to 70 cents an hour. Maximum rates for accounting department employees were set at 77 cents an hour. Industry and labor members of the Commission dissented from various parts of the new schedules.

The wage adjustments were made by the Commission in accordance with its wage stabilization policy based on Regional Board clerical brackets and consideration of appropriate Bell system differentials.

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The National Board had established the rate of 55 cents an hour as the minimum wage required to maintain a decent standard of living. The Board had recently announced that wage rates of 55 cents an hour do not require Board approval even though price ceilings may be affected.

In other parts of the directive involving the Upstate Telephone Company wages schedules, the Commission ordered night shift differentials of $1 a week for all shifts ending from 7 p.m. to 11 p.m. and $2 a week for shifts ending from 11 p.m. to 7 a.m. The company, previous to the Commission's directive, had not paid any night shift differential.

The company had agreed to accept the union's demand for time and one-half compensation for work performed after eight hours a day and 40 hours a week.

The industry members took exception from an opinion of the General Counsel of the NWLB which stated that the Fair Labor Standards Act does not limit the Board's jurisdiction in directing wage increases even though the Act makes specific exceptions to the minimum wage provision.

The dissenting opinion declared that the increases ordered by the Commission for operators at exchanges with 500 or less stations are "unlawful in that they deprive the company of exemption from wage and hour provisions of the Fair Labor Standards Act."

The Commission also violated the provisions of the War Labor Disputes Act, the industry members asserted, in that the Board is "specifically admonished against interfering with the operation of the Fair Labor Standards Act."

The dissenting opinion also said that the "revenue per customer at the small telephone exchange is less than at an exchange in a metropolitan area. At such an exchange, the company simply does not have revenue with which to pay wages that would be entirely proper in a larger community."

The Commission's directive order and the dissenting opinion are attached.

apparently the dissenting opinion
does not include continued
opposition to the married women angle.

NATIONAL WAR LABOR BOARD
NATIONAL TELEPHONE COMMISSION

In the matter of:

Date of Mailing: August 1, 1945

Upstate Telephone Company
Johnstown, New York

Date of Action: July 30, 1945

and

Upstate Telephone Workers Union,
NFTW

Case No. 111-11514-D

DIRECTIVE ORDER

The National Telephone Commission acting as the duly authorized agent of the National War Labor Board in the exercise of the powers vested in it by Executive Order No. 9017 of January 12, 1942, the Executive Orders, Directives and Regulations issued under the Act of Congress of October 2, 1942, and by the War Labor Disputes Act of June 25, 1943, hereby decides the dispute between the parties and orders that the following terms and conditions of employment shall govern the relations between the parties:

I. Wages

A. Traffic Department

Wage rates for employees in the Traffic Department shall be increased in accordance with the following schedules:

Schedule I

Canajoharie - Gloversville - Johnstown

Months	Rate
0 - 3	$.45 per hour
4 - 6	.47½
7 - 12	.50
13 - 24	.52½
25 - 36	.55
37 - 48	.57½
49 - 60	.60
61 - 72	.62½
73 - 84	.65
85 - 96	.67½
97 and over	.70

Schedule II

Adams - Boonville - Chestertown - Lowville - Old Forge - Pulaski

0 - 3	$.45
4 - 6	.47½
7 - 12	.50
13 - 24	.52½
25 - 36	.55
37 - 48	.57½
49 and over	.60

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Schedule III

Northville

Months	Rate
0 - 3	$.45 per hour
4 - 6	.47½
7 - 12	.50
13 - 24	.52½
25 - 36	.55
37 - 48	.57½
49 - 60	.60
61 and over	.62

Schedule IV

Luzerne - North Creek

0 - 3	$.45
4 - 6	.47½
7 - 12	.50
13 - 24	.52½
25 - 36	.55
37 and over	.56

B. Accounting Department

The wage rates for employees in the Accounting Department shall be increased in accordance with the following schedule:

Months	Rate
0 - 3	$.45
4 - 6	.47½
7 - 12	.50
13 - 24	.52½
25 - 36	.55
37 - 48	.58
49 - 60	.61
61 - 72	.64
73 - 84	.68
85 - 96	.72
97 and over	.77

C. For purposes of transition from present schedules to the schedules ordered herein, each employee shall be deemed, as of the retroactive date of this order, to have that total length of service within his group which would be required for him to have progressed from the starting rate to his present rate on his present schedule, plus the length of service of the employee on his present rate. Each employee shall receive that amount of increase over his present rate to which his length of service (determined as above) on the schedules herein ordered entitled him, and the employees shall be placed on the new schedules at their increased rates.

II. Night Shift Differential

The Company shall put into effect the following schedule of night shift differentials:

$1.00 per week for all shifts ending from 7 p.m. to 11 p.m.
2.00 per week for all shifts ending from 11 p. m. to 7 a.m.

III. Compensation for Additional Work Loads

A. The Union's request for compensation for work done beyond the normal work load is hereby denied.

B. The Union's request for oral hearing with respect to this issue is denied on the ground that it is contrary to National War Labor Board policy to order any incentive plan.

IV. Overtime Pay

All hours worked in excess of 8 per day and 40 per week shall be compensated at the rate of time and one-half the employee's regular straight-time hourly wage rate.

V. Retroactivity

The wage adjustments ordered herein shall be retroactive to October 16, 1944.

The procedure to be followed in making the retroactive payment to those employees who have either quit or been discharged shall be in accordance with the annexed copy of the Board's Resolution of April 2, 1943.

VI. Union Security

(a) All employees who, on August 18, 1945, are members of the Union in good standing in accordance with its constitution and by-laws, and all employees who become members after that date, shall, as a condition of employment, maintain their membership in the Union in good standing for the duration of the collective agreement in which this provision is incorporated, or until further order of the Board.

The Union shall, immediately, after the aforesaid date, furnish the National Telephone Commission with a notarized list of its members in good standing as of that date.

The Union, its officers and members shall not intimidate or coerce employees into joining the Union or continuing their membership therein.

(b) If a dispute arises as to whether an employee (1) was a member of the Union on the date specified above or (2) was intimidated or coerced during the fifteen-day "escape period" into joining the Union or continuing his membership therein, such dispute may be submitted for determination by an arbitrator to be appointed by the National War Labor Board. The decision of the arbitrator shall be final and binding upon the parties.

(c) If a dispute arises as to whether an employee (1) has failed to maintain his membership in the Union in good standing after the aforesaid date, or (2) was intimidated or coerced into joining the Union after the aforesaid date, such dispute may be submitted for determination by an arbitrator to be selected in the manner provided by the contract of the parties, or if no such provision exists, to be selected by special agreement. In the absence of such a contract provision or special agreement, the arbitrator will be selected by the National War Labor Board, on due application. The decision of the arbitrator shall be final and binding upon the parties.

Any party desiring to post or otherwise publish an official explanation by the National War Labor Board of the foregoing maintenance of membership may use the attached form of notice. A statement of the procedure to be followed in administering the maintenance of membership provision, in the absence of some other procedure agreed to by the parties, is also attached.

VII. Arbitration

If a difference arises between the Union and the Company with respect to a question of interpretation or application of the terms of their collective bargaining agreement, which cannot be resolved through negotiations by the parties under their grievance machinery, the matter shall be submitted to arbitration at the request of either party. If the parties do not agree upon an arbitrator within five days after a request for his appointment, either party may request the National War Labor Board to appoint the arbitrator. The arbitrator's expense shall be shared equally by the parties and his decision shall be final and binding upon both parties. The arbitrator shall have no authority to change, add to, or subtract from the contract.

VIII. Status of Married Women

No employee shall be discriminated against by the Company with respect to benefits, terms or conditions of employment because of her marital status.

The foregoing terms and conditions shall be incorporated in a signed agreement reciting the intention of the parties to have their relations governed thereby, as ordered by the National War Labor Board.

This order shall stand confirmed as the order of the National War Labor Board and, unless otherwise directed by the National War Labor Board, shall take effect 15 days from the date hereof unless in the meantime a petition for review is filed with the National War Labor Board, in which event this order shall be suspended until disposition of the petition for review unless the National War Labor Board otherwise directs or has otherwise directed or the parties otherwise agree.

Nothing in this order is intended to prevent the parties from agreeing upon the date when the order or any part thereof shall take effect, and, in the event a petition is filed with the National War Labor Board seeking review of portions of this order, either party may request the National Telephone Commission to make the remaining portions of the order immediately effective.

Representing Labor:
(Dissenting from starting rate ordered for Schedule I and the top rate ordered for Schedule IV; Paragraph II and Paragraph III):

William M. Dunn
John L. Crull

Representing Industry:
(Dissenting on all wage rates with the exception of the starting rate ordered for Schedule I and the top rate ordered for Schedule IV; Paragraph IV and Paragraph VI):

Burton W. Saunders
Graham K. McCorkle

Representing the Public:

Pearce Davis
Henry J. Meyer

(SEAL)

NATIONAL TELEPHONE COMMISSION

In the matter of
Upstate Telephone Corporation
of New York
and
Upstate Telephone Workers
Union, Affiliated with the
National Federation of Telephone
Workers

August 30, 1945

Case No. 111-11514-D

DISSENTING OPINION OF INDUSTRY MEMBERS

Prior to taking final action on the disputes with respect to wages and overtime pay for switchboard operators employed in the Company's exchanges serving less than 500 stations each, the National Telephone Commission, through its Chairman, Pearce Davis, requested an opinion of the General Counsel of the National War Labor Board as to the authority of the National Telephone Commission to order increases in wages of switchboard operators in such exchanges.

In his memorandum to the General Counsel, Chairman Davis indicated that certain Industry members of the National Telephone Commission had raised the question whether in view of the provision of the Fair Labor Standards Act exempting from the coverage of that Act telephone exchanges of less than 500 stations, the National Telephone Commission would have the authority to order any increase in the wages of switchboard operators employed by such exchanges, (a) where such exchange wages are now below $.40 per hour and (b) where such wages are now above $.40 per hour.

The General Counsel, in a memorandum dated July 13, 1945, stated it was his opinion that the National Telephone Commission has authority to order such increases. The three paragraphs immediately following are excerpts from the General Counsel's opinion with respect to Mr. Davis' first question:

> "Your memorandum indicates that it is the view of certain members of the Telephone Commission that the Board's obligation to conform to, or take no action inconsistent with, the Fair Labor Standards Act precludes the Board taking any action whatsoever to correct substandard rates for employees who, as in the present case, are exempt from the Fair Labor Standards Act. If this view were accepted, the Board would be deprived of jurisdiction over substandard wage adjustments in a substantial segment of American industry. Section 13 of the Fair Labor Standards Act, in addition to the exemption for switchboard operators quoted above, contains numerous other exemptions, which cover many occupations and industries heretofore considered to be subject to the jurisdiction of the Board."
>
> "Many of the activities which would thus be exempted from the Board's jurisdiction have a clear and indisputable relation to the war effort. The legislative history and the provisions of the War Labor Disputes Act show that it was the motivating purpose of Congress in passing Section 7 of that Act to strengthen the Board's power to deal with any labor disputes which might interfere substantially with the war effort. In view of this, any interpretation of the War Labor Disputes Act which would, as in the present case, drastically curtail the disputes jurisdiction of the Board would need to be

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supported by clear and compelling evidence that Congress intended such curtailment."

"The provision in the Disputes Act requiring conformity with the FLSA and with the Act of October 2, 1942, is not, in our opinion, sufficiently clear evidence of such an intention. There is, on the contrary, every indication that Congress did not intend this requirement as a limitation on the Board's jurisdiction but only as a limitation on the substantive action which the Board might take on the merits of a dispute before it."

The following is an excerpt from the General Counsel's opinion with respect to Chairman Davis's second question:

"The other question raised by your memorandum is whether, in correcting substandard rates of the switchboard operators mentioned above, the Commission may order such rates increased above $.40 per hour. Presumably, certain Commission members feel that since the Fair Labor Standards Act does not provide for minimum rates above $.40 an hour, the Board under its duty to comply with the Act, as defined in the Disputes and Stabilization Acts, is prevented from ordering adjustments above $.40 an hour to correct substandards. As already stated, the Board, under the Disputes Act, is required to conform with the substantive provisions of the Fair Labor Standards Act including the minimum standards of wages and hours prescribed therein. However, this does not mean, in our opinion, that the Board is precluded from prescribing wage rates more liberal than the standards prescribed by the Act, but only that the Board is prevented from ordering wages which the Fair Labor Standards Act declares to be unlawful. This view is supported by the text and legislative history of the Fair Labor Standards Act, from which it is clear that Congress in adopting that Act did not conceive that it was establishing a legislative dividing line between wages which are substandard and those which are not substandard. The report of the Senate Committee on the Bill which subsequently became the Fair Labor Standards Act indicated that even the highest rates established by that Act were not considered by Congress to be sufficient to insure "the minimum desirable standard of living.' That Congress recognized that there was room for further Governmental action in this area is further evident from Section 18 of the Act, which reads:

> 'No provision of this Act or any order thereunder shall excuse non-compliance with any Federal or State law or municipal ordnance establishing a minimum wage higher than the minimum wage established under this Act . . . "

The decision of the National Telephone Commission to assume jurisdiction with respect to wages paid switchboard operators in exchanges serving less than 500 stations was based upon the opinion of the General Counsel and a majority of the members of the National Telephone Commission were of the opinion that the question of overtime pay to switchboard operators in such exchanges is a related question and therefore jurisdiction of this subject was assumed.

The undersigned are convinced that the National Telephone Commission has exceeded its authority and respectfully dissent from the majority decision.

The mere fact that the National War Labor Board would be deprived of jurisdiction over a segment of American industry if excluded from jurisdiction with respect to switchboard operators employed in telephone exchanges serving less than 500 stations does not give the Board the right to overrule the intention of Congress. It is believed, therefore, that the wage rates and ovetime payments ordered by the National Telephone Commission for such exchanges are unlawful in that they deprive the Company of exemption from the wage and hour provisions of the Fair Labor Standards Act, an exemption given through the considered judgment of Congress by means of an amendment to the Act.

The Fair Labor Standards Act exempts switchboard operators in exchanges serving less than 500 stations by the following terms:

> "Section 13 (a) The provisions of sections 6 and 7 shall not apply with respect to -- ... (11) any switchboard operators employed in a public telephone exchange which has less than 500 stations."

Section 6 of said Act is that which specified minimum wages. Section 7 specified maximum hours.

By executive Order No. 9250 and by the War Labor Disputes Act, the National War Labor Board is specifically admonished against interference with the operation of the Fair Labor Standards Act. Executive Order No. 9250 provides:

> "Title 6, para. 1. Nothing in this Order shall be construed as affecting the present operation of the Fair Labor Standards Act, the National Labor Relations Act, the Walsh-Healey Act, the Davis-Bacon Act, or the adjustment procedure of the Railway Labor Act."

The War Labor Disputes Act provides that in making any such decision the Board shall "conform to the provisions of the Fair Labor Standards Act of 1938, as amended." Section 7 (a) (2).

The decision of the National Telephone Commission does not "conform to the provisions of the Fair Labor Standards Act of 1938, as amended." The Fair Labor Standards Act as originally enacted by Congress did not contain this exemption. This exemption was effected by an amendment by act of Congress August 9, 1939. It is the only amendment to that act which Congress in its wisdom has so far seen fit to adopt. The Congressional Committee report stated that the purpose of the amendment was to exempt from both the minimum wage and maximum hour standards of the Act, any switchboard operator employed at a telephone exchange which has less than 500 stations. It is further stated that this exemption for the operators of some small telephone exchanges is necessary to insure uninterrupted telephone communication service for the farmers and the small rural community. It further stated that small telephone companies on the whole are financially unable to comply with the wage provisions of the Act, and that the sporadic character of the demand for services makes the application of the hour's provision of the Act impracticable. H. R. Report No. 1448, 76th Congress, 1st session, August 3, 1939.

The effect of the provision in the directive order involved in the instant proceeding is to nullify absolutely the exemption in the Fair Labor Standards Act. Hence, the decision herein violates the provisions of the War Labor Disputes Act. The National Telephone Commission has, therefore, exceeded its jurisdiction.

While the directive order in this case is applicable only to the Company immediately involved, it may be assumed that the principal laid down will find application in other cases that may yet come before the Commission. Thus, other companies in the same industry will be affected.

It may be pertinent to recall here that the Upstate Telephone Corporation of New York is a so-called Independent company. "Independent" is the name ordinarily applied to a company which is not part of the American Telephone and Telegraph Company system. In the United States, there are several thousand Independent companies. They operate mainly in the small towns and in the rural areas. It was undoubtedly the peculiar economic conditions surrounding small town telephone operations which induced Congress to grant, in the Fair Labor Standards Act, the relief which exempts switchboard operators at exchanges having less than 500 stations from the wage and hour provisions of that Act.

It is a matter of which this Commission has the right to take judicial notice that conditions surrounding the carrying on of any business in a small town may well differ from those surrounding the same business in a large city. In a small community, for example, that can support a telephone exchange of only 200 or 300 or 400 customers, it is expected that living costs will be considerably less than those in metropolitan centers. This must be apparent when it is considered that in a community of such a size, people ordinarily walk to work; that vegetables and other food stuffs are frequently grown in the back yard or are available from local producers without being loaded down with costs incident to passing through intermediate hands; and that entertainments such as the movies cost less. In such a community, rents too are lower.

Likewise, it is appropriate to refer to the fact that the revenue per customer at the small telephone exchange is less than at an exchange in a metropolitan area. At such an exchange, the Company simply does not have the revenue with which to pay wages that would be entirely proper in a larger community.

These circumstances must have been the ones Congress had in mind when the House Committee which reported the exemption written into the Fair Labor Standards Act said:

> "Small telephone companies, on the whole, are financially unable to comply with the wage provisions of the Act."

Administrative bodies familiar with the Independent Telephone companies have given evidence of their recognition of the different economic conditions affecting their operations.

On April 9, 1940, in the matter of the application of the United States Independent Telephone Association, et. al., for the establishment of learners' rates for switchboard operators under Section 6 of the Fair Labor Standards Act of 1938, an order was entered which applied only to the Independent group and not to the Bell system, as follows:

"Definition

> "1. The Independent branch of the telephone industry as referred to herein includes only those companies which are engaged in the commercial operation of telephone exchanges and which are not owned or controlled by the American Telephone and Telegraph Company (Bell System) or its subsidiaries."

"Issue of Special Learners' Certificates

> "4. Special learners' certificates shall be issued in the Independent Branch of the Telephone Industry upon approval by the Hearings Branch of the Wage and Hour Division of applications submitted on forms which will be furnished on request. Separate applications shall be submitted for separate exchanges."

These learner regulations were amneded and liberalized in certain respects in a revision of June 26, 1944, as appears from the Federal Register of June 28, 1944.

It has been pointed out above that the Congress and administrative agencies have given recognition to the economic conditions under which small telephone exchanges are operated. It seems too that the intention of Congress in exempting small telephone exchanges from the wage and hour provisions of the Fair Labor Standards Act is quite clear, but it appears that the majority decision of the National Telephone Commission, in effect, is placing Congress on notice that it was wrong to provide such exemptions. To their decision, the Industry members must dissent.

/s/ Burton W. Saunders
Substitute Industry Member

/s/ G. K. McCorkle
Substitute Industry Member

ADVANCE RELEASE ADVANCE RELEASE

NATIONAL WAR LABOR BOARD

B-2263
General Electric;
Westinghouse

DIVISION OF PUBLIC INFORMATION
PRESS RELEASE

For Release in Morning Papers
Of Thursday, November 29, 1945.

In a unanimous interim recommendation, the National War Labor Board today recommended that the General Electric Company, the Westinghouse Electric and Manufacturing Company and the United Electrical, Radio and Machine Workers of America, CIO, "negotiate a formula for narrowing, in the immediate future, unreasonable wage rate differentials now existing between men's and women's jobs as such" in plants where the union has bargaining rights.

The Board suggested three alternative approaches that might be used in the negotiations, and stated that if agreement is not reached in 10 days the Board will issue "final and specific recommendations."

The interim recommendation stated further that the Board approve the principle of a single evaluation line for all jobs in a plant regardless of whether the jobs are performed by men or by women.

The basis of the Board's recommendation was the correction of gross inequities in wage rates within the plants.

The union represents some 100,000 employees in approximately 50 plants of General Electric located in 33 cities, and some 80,000 employees in approximately 60 plants of Westinghouse also located in 33 cities. Two master contracts, each covering all of the plants of each company where the union has bargaining rights, expired last April.

A large percentage of the employees of the companies are women.

The Board's interim recommendation covered only the one issue. Other disputed issues pending before the Board for settlement include (in both cases) a 72-cent minimum wage, double time after 12 hours of work a day, six paid holidays, severance pay, group insurance and military service clause.

The text of the Board's telegram to the parties in both cases follows:

WASHINGTON, D. C.
NOVEMBER 27, 1945

RE:WESTINGHOUSE ELECTRIC & MFG. COMPANY CASE NO. 111-17209-D AND
GENERAL ELECTRIC CASE NO. 111-17208-D.

NATIONAL WAR LABOR BOARD TODAY VOTED UNANIMOUSLY TO ISSUE THE FOLLOWING RECOMMENDATIONS:

1. THE PARTIES SHALL NEGOTIATE A FORMULA FOR NARROWING, IN THE IMMEDIATE FUTURE, UNREASONABLE WAGE RATE DIFFERENTIALS NOW EXISTING BETWEEN MEN'S AND WOMEN'S

JOBS AS SUCH. THE BOARD SUGGESTS THAT IN SUCH NEGOTIATIONS THE PARTIES CONSIDER ONE OR MORE OF THE FOLLOWING APPROACHES, OR A COMBINATION THEREOF.

(a) REDUCTION OF THE NUMBER OF JOB CLASSIFICATIONS BELOW COMMON LABOR IN EACH PLANT; ESTABLISHMENT OF A SPECIFIED RATIO, OR MAXIMUM CENTS PER HOUR DIFFERENTIAL, BETWEEN THE LOWEST MALE JOB RATE AND THE LOWEST FEMALE JOB RATE FOR ALL PLANTS; ADJUSTMENT OF RATES ABOVE COMMON LABOR IN EACH PLANT SO AS TO BALANCE THE WAGE STRUCTURE; OR

(b) ESTABLISHMENT OF A FUND FOR EACH PLANT INVOLVED, BASED ON A SPECIFIED SUM PER HOUR PER WOMAN EMPLOYEE ON WOMEN'S JOBS, TO BE USED FOR THE PURPOSE OF NARROWING DIFFERENTIALS, THE PARTIES TO BARGAIN COLLECTIVELY WITH REFERENCE TO THE ALLOCATION OF THE FUND IN EACH PLANT, EITHER WITHOUT SPECIFIC GUIDE POSTS OR WITH GUIDE POSTS AS SUGGESTED IN PARAGRAPH 2 BELOW; OR

(c) IN CONJUNCTION WITH (b) ABOVE, IMMEDIATE PAYMENT OF A SPECIFIED PART OF THE FUND TO ALL WOMEN ON WOMEN'S JOBS PRESENTLY EMPLOYED, OR A MINIMUM GUARANTEE TO ALL WOMEN ON WOMEN'S JOBS PRESENTLY EMPLOYED AND EMPLOYED ON THE DATE THE FUND IS FINALLY ALLOCATED.

2. THE BOARD APPROVES THE PRINCIPLE OF A SINGLE EVALUATION LINE FOR ALL JOBS IN A PLANT REGARDLESS OF WHETHER THE JOBS ARE PERFORMED BY MEN OR BY WOMEN. AS THE BASIS FOR A LONG RANGE PROGRAM FOR ACHIEVING A BALANCED WAGE STRUCTURE FOR MEN'S AND WOMEN'S JOBS, THE BOARD RECOMMENDS THAT THE PARTIES UNDERTAKE JOINTLY THE SELECTION OF KEY JOBS IN EACH PLANT, WITHOUT REGARD TO WHETHER THE JOBS ARE PERFORMED BY MEN OR BY WOMEN, AND ALIGNMENT OF ALL OF THE JOBS IN THE PLANT ACCORDINGLY, SO AS TO RESULT IN A SINGLE LINE OR A SINGLE KEY SHEET, FOR ALL JOBS IN THE PLANT; THEREAFTER, NARROWING OF DIFFERENTIALS GENERALLY, AND ELIMINATION OF INEQUALITIES BETWEEN PARTICULAR JOB CLASSIFICATIONS. IF EITHER PARTY HAS ALREADY PREPARED PLANS FOR A SINGLE LINE OR KEY SHEET IT IS SUGGESTED THAT SUCH PLANS BE DISCUSSED IN CONNECTION WITH THE PROMPT DISPOSITION OF THE ISSUE IN THE PENDING CASE.

3. IF THE PARTIES HAVE NOT REACHED AN AGREEMENT WITHIN TEN DAYS FROM THE DATE OF RECEIPT OF THESE RECOMMENDATIONS, THE BOARD WILL PROCEED IMMEDIATELY TO ISSUE FINAL AND SPECIFIC RECOMMENDATIONS ALONG THE LINES ALREADY DISCUSSED BY THE BOARD WITH THE PARTIES.

THE BOARD ALSO VOTED UNANIMOUSLY TO TAKE FINAL ACTION ON MONDAY, DECEMBER 10 ON ALL ISSUES IN THE CASE STILL OUTSTANDING AT THAT TIME.

LLOYD K. GARRISON, NWLB

NATIONAL WAR LABOR BOARD
DIVISION OF PUBLIC INFORMATION

Please Order
By B- Number

Week Ending November 3, 1945

PRESS RELEASE DIGEST

B-2250
10-27-45
ATLANTIC COAST ZONE WAGE REVIEW
IND. UNION MARINE & SHIPBUILDING WORKERS, CIO & METAL TRADES DEPT., AFL
NWLB denied requests of the unions for a wage increase for some 500,000 shipyard workers employed by 74 Atlantic Coast shipyards and declined to conduct a 1945 wage review on the basis that its status as a liquidating agency makes it inappropriate to undertake such a policy determination. Provision for the Wage Review is contained in the Shipbuilding Zone Standards Agreements, which were negotiated in 1941 on a tripartite basis. The Shipbuilding Stabilization Committee has annually requested the Board to conduct the wage review.

B-2251
10-31-45
MOORMAN MFG. CO. (Quincy, Ill.) (Nos. 6-55800 & 13-1246)
NWLB approved a voluntary application by the company for a plan which slightly reduced commission rates paid salesmen but resulted in full-time employment and increased earnings for less time worked. Previously, the salesmen were part-time independent contractors who were not required to canvass a particular area or conform to any fixed hour or days work.

B-2252
10-30-45
NWLB announced a series of questions and answers issued by Judge John C. Collet, Stabilization Administrator, on the Wage-Price policy announced by the President.

B-2253
11-2-45
NWLB has summoned four companies to conference in regard to complaints that the companies have not complied with directive orders of the Board. The conferences will be attended by the complaining union in each case. The Board stated that "unless it appears to the Board upon conclusion of the conference that compliance has been effected, or will be effected, the Board will issue public findings of fact with regard to the non-compliance. The Board announced that this procedure will be followed hereafter on complaints of either company or union non-compliance with Board directive orders. No formal action will be taken on complaints of non-compliance with recommendations issued to parties pursuant to the policy in effect since October 22. The companies affected are: Johns-Manville Co., Waukegon, Ill., summoned to appear November 7; Pullman Standard Car Co., Chicago, summoned to appear November 9; Hillsboro Cotton Mills, Hillsboro, Texas, and the Itasco Cotton Mfg. Co., Itasco, Texas, summoned to appear November 15.

B-2250A
11-2-45
NWLB announced that its denial of union requests for wage increases for Atlantic Coast Shipyard workers (B-2250) was also applicable to the Pacific Coast, Gulf Coast and Great Lakes zones.

7385
11/5/45

B-2254 ELECTRIC STORAGE BATTERY CO. (Phila., Pa.) &
11-3-45 BATTERY WORKERS UNION, Local 113, CIO (No. 111-13379-D)
NWLB upheld a decision of the Third Regional Board (Phila.) which held that the issues involved arose as grievance and directed that the dispute over classifications of jobs and rates for six labor grades be settled by arbitration as provided for in the contract between the parties. Industry members Maloney and Sullivan, in a dissenting opinion, asserted that the Board "erred in its decision" and contended that the issues did not arise as grievances and therefore are not subject to arbitration. They also stated that "it has been the consistent policy and position of the Board that wage increase demands which have been under negotiation are to be determined by the Board and not submitted to arbitration."

B-2255
11-3-45 NWLB, in a unanimous resolution, stated that it would refer back to the parties for further collective bargaining all issues in pending cases which involve application of the Government's new wage policy announced in Executive Order 9599 on August 18, and amended by Executive Order 9651 issued October 30. The Regional Boards and Commissions may, in appropriate cases, continue to issue recommendations based on the application of the wage policy existing before August 18, without prejudice, however, to further collective bargaining under the new wage policy.

B-2256 ANSTICE CO., INC. (Rochester, N. Y.) &
11-3-45 UNITED STEELWORKERS OF AMERICA, CIO (No. 111-12880-D)
NWLB modified that part of an order of the Second Regional Board (New York) which directed that new rates were to be established through negotiations by the parties, subject to the adjustment of inequities through the grievance procedure. The National Board's order provided that the new work rates set up by the company are to be "discussed" between the parties, but if no agreement is reached the company may put its proposed rates into effect. The new rates, however, are subject to adjustment through the grievance procedure if inequities are found. Nine other issues resolved by the Regional Board were affirmed by the Regional Board.

ADVANCE RELEASE -- ADVANCE RELEASE

NATIONAL WAR LABOR BOARD

B-2248
Wall paper Institute
(Wages)

DIVISION OF PUBLIC INFORMATION
PRESS RELEASE

For release in Morning Papers
Of Friday, October 26, 1945

A unanimous decision of the National War Labor Board awarded a four and one-half cents an hour wage increase to 1,500 male non-craftsmen employed at 23 wallpaper companies which compose the Wall Paper Institute, it was announced today.

For the female workers, the Board directed increases ranging from 11 cents to seven and one-half cents an hour in order to bring their minimum earnings up to 55 cents an hour, the rate customarily ordered by the Board to correct substandards of living. The three classifications of female employees will receive rates of 55, 59, and 62½ cents an hour. Some 230 women are to receive the increases.

Eighteen independent wallpaper companies, not a party to the case before the Board, have signed stipulations to apply the Board's decision for their organized employees.

The United Wall Paper Craftsmen and Workers of North America, AFL, represents the employees at all the companies.

Approximately 2,300 workers are employed at the 23 companies covered by the Board's decision.

All increases ordered by the Board are to be retroactive to September 1, 1944, the effective date of the existing contract. The Stabilization Administrator of the Office of War Mobilization and Reconversion has approved the increases, his approval being necessary because of price relief request.

In awarding wage increases to the male non-craftsmen the Board acted on the basis that their earnings were considerably lower than those at comparable industries. The increases are to be distributed across-the-board or in any other manner that the parties may determine by negotiation.

The remaining issues in dispute, which include the union's demand for wage increases for all maintenance and production workers and the reclassification of certain jobs, was referred back to the parties for further collective bargaining.

The Board's directive order is attached.

7356
10/25/45

NATIONAL WAR LABOR BOARD

In the Matter of: :

WALL PAPER MANUFACTURING INDUSTRY :
(Representing 23 Wall Paper Manufacturers)
New York, New York

Date: October 10, 1945

and

United Wall Paper Craftsmen and Workers
of North America, Locals #3, 6, 8, 7, 4, 1, 10,
2, 5, AFL

CASE NO: 111-11419-D

:

DIRECTIVE ORDER

By virtue of and pursuant to the powers vested in it by Executive Orders 9017 and 9599 of January 12, 1942 and August 18, 1945 respectively, the Executive Orders, Directives, and Regulations issued under the Act of October 2, 1942, and the War Labor Disputes Act of June 25, 1943, the National War Labor Board hereby decides the dispute between the parties and orders that the following terms and conditions of employment shall govern the relations between the parties:

I. Wages

A. Sequence A
(Female)
The minimum hourly rates for these employees shall be increases as follows:

Class I	55 cents
Class II	59 cents
Class III	62½ cents

Class I employees hired in that class shall be paid the minimum rate.

B. Sequence B
(Male, Non-craftsmen)
Employees in this classification shall be granted a 4½ cent increase to be distributed across-the-board or in such other manner as the parties shall determine by negotiation.

II. Retroactivity

The foregoing increases shall be effective as of September 1, 1944.

The procedure to be followed in making the retroactive payment to these employees who have either quit or been discharged with the ammended copy of the Board's Resolution of April 2, 1943.

III. The foregoing terms and conditions of employment shall be incorporated in a signed agreement reciting the intention of the parties to have their relations governed thereby, as ordered by the National War Labor Board.

IV. The remaining issues in dispute in this case are hereby referred to the parties for further collective bargaining.

V. The adjustments ordered in this case have the approval of the Stabilization Administrator of the Office of War Mobilization and Reconversion and shall be put into effect immediately.

Representing the Public	Representing Industry	Representing Labor
Jesse Freidin	Lee M. Ayres	Raymond T. McCall
Lewis Gill	George Bahrs	Carl J. Shipley

ADVANCE RELEASE

NATIONAL WAR LABOR BOARD

DIVISION OF PUBLIC INFORMATION
PRESS RELEASE

ADVANCE RELEASE
B-1888a
Telephone Panel

For Release In Papers
Of Sunday, December 31, 1944

Cleared and Released
Through the Facilities of
The Office of War Information

The National War Labor Board today announced that Pearce Davis, assistant director of the wage stabilization division, and Henry J. Meyer, chief of the compliance section of the disputes division, had been named chairman and vice-chairman, respectively, of the Board's National Telephone Panel.

The Board also announced it had, by resolution, formally established the six-man, tri-partite panel and had given it jurisdiction over all dispute and voluntary cases arising in the telephone industry, effective as of January 1, 1945. The panel will make recommendations to the Board on all voluntary and dispute cases within its jurisidction, and the Board will make the final determination.

Mr. Davis and Mr. Meyer will serve as public members. The industry and labor members, two of each, will be announced later. The resolution provides for the appointment of substitute industry and labor members.

It also states that "In any case coming before the Panel in which the employees are represented by a union which is not represented either directly or through an organization with which it is affiliated in the panel membership, the public members of the panel may, on request of the union involved in the case, designate a labor representative on the Panel for all of the purposes of the case."

The Board's resolution directs the Panel Chairman to make monthly reports on the cases retained by the panel.

Mr. Davis has been with the War Labor Board since January, 1943. He first served as a staff member of the New York Regional Board and was in charge of all cases involving the metal and machinery industries in that region. He played an important part in determing the approvable rates set for jobs in those industries in New York State and Northern New Jersey. In October, 1943, he was assigned to the National Board. He formerly was Assistant Professor of Economics at Hunter College and Head Instructor in the Department of Economics at Harvard University.

Mr. Meyer came to the Board as a mediation officer on the disputes staff in August, 1942. He later served as executive assistant to the Board before becoming chief of the national case review section, which processes dispute cases retained by the National Board for determination. He is a former member of the faculty of Washington State College, Pullman, Washington.

The Board's resolution is attached.

6100
12/30/44

Please Order
By B- Number

NATIONAL WAR L[illegible] BOARD
DIVISION OF PUBLI[illegible]ORMATION

Period Ending October 13, 1945

PRESS RELEASE DIGEST

B-2234
10-3-45

BENDIX AVIATION CO. (Phila., Pa.) &
ELECTRICAL RADIO & MACHINE WORKERS, Local 114, CIO (No. 111-14886-D)
NWLB upheld an order of the Third Regional Board (Phila.) which directed the company to give at least two days notice to the union of permanent lay-offs, in addition to the one-day notice now given employees. In the event the company, unless prevented by reasons beyond its control, fails to comply with this order within the specified time, it should grant two days pay to each laid off employee. The union had requested five days notice on lay-offs. The Board also upheld the Regional Board's order of maintenance of membership and check-off.

B-2199A
10-9-45

BETH MOSES HOSPITAL, BETH EL HOSP., ISRAEL ZION HOSP. & BETH ISRAEL HOSP. (New York City) & (No. 111-2827-D)
STATE, COUNTY & MUNICIPAL WORKERS OF AMERICA, Local 444, CIO
NWLB upheld an order of the Second Regional Board (New York) which liberalized the vacation schedules of employees of the four hospitals. The vacation schedules now provide three weeks vacation after one year of service and four weeks after two years, for nurses, nurses aides and orderlies; two weeks after one year and three weeks after two years for professional employees and two weeks after one year for all other employees with proportionate vacations for all employees with less than one year of service. The Regional Board's decision was based on the practice of the same type workers in comparable institutions in the area.

B-2235
10-10-45

CARNATION CO & SUBSIDIARIES (Milwaukee, Wis.) (No. 6-62193)
NWLB upheld a unanimous decision of the Sixth Regional Board (Chicago) which denied a proposal of the company to discontinue overtime payments to salaried employees. These overtime payments were approved by the Regional Board, at the company's request, in 1944, to correct an inequity between the take home pay of those employees and hourly rated workers who were working long hours. The company contended that since the hourly paid employees are no longer working unusually long hours, the basis for overtime for the salaried employee no longer exists. The Regional Board stated that as overtime work for production workers decreased there should be a correlative decrease in overtime for the salaried employees, thus leaving no problem. The company stated that the Treasury Department has approved discontinuance of the overtime payments to salaried employees under its jurisdiction.

B-1999D
10-10-45

CARTAGE EXCHANGE OF CHICAGO INC., ILL. MOTOR TRUCK OPERATORS ASSN. INC. & CENTRAL MOTOR FREIGHT ASSN. (Chicago, Ill.) &
INT. BRO. OF TEAMSTERS, Locals 704, 713, 718, 782, 742, 710 & 801, AFL & CHICAGO TRUCK DRIVERS CHAUFFEURS & HELPERS, NO. 705, IND.
(Nos. 111-13137 thru 111-13141-D)
NWLB directed a 4¢ hourly increase to some 10,000 employees of 1,200 Chicago trucking firms based on a new "in lieu of" policy unanimously adopted by the Board for the trucking industry. These employees receive

7329
10/15/45

an 8¢ an hour increase in May, 6¢ of which was in lieu of a reduction in the basic workweek, etc., and the balance under the "Little Steel" formula. Final action on the decision was withheld pending review of the "in lieu of" policy by the Board and the Director of Economic Stabilization. Under the new policy the "in lieu of" approach may be applied to conditions other than overtime, such as vacations, holidays, etc.

B-2236 AMERICAN CAR & FOUNDRY CO. (Wilmington, Del.) & (No. 111-14340-D)
10-10-45 IND. UNION OF MARINE & SHIPBUILDING WORKERS, Local 40, CIO
NWLB, in its first decision on a wage reduction issue due to reconversion, denied a request of the company to reduce the hourly rates for mechanics formerly engaged in shipbuilding and ship repair work and now doing railway car building and repair work. The Board upheld the union' contention that the job descriptions for shipbuilding are also applicab to car building. The union also declared that the rates on car building and repair work are generally higher than on shipbuilding. The company contended that the job contents in the two industries are different and that rates must be reduced in order that it may maintain its competitive position in the railway car industry. The company also stated that it was not seeking to reduce shipbuilding rates, but is asking the Board to set rates for railway car work.

B-1338V SOUTHERN BELL TELEPHONE CO. (Atlanta, Ga.) &
10-11-45 SOUTHERN FED. OF TELEPHONE WORKERS, NFTW (No. 111-14659-D)
Telephone Commission directed increases of $4 and $5 a week depending on the locality, in the starting and maximum rates of some 19,000 operators in the traffic department. Progression schedules were reduced at the various exchanges, with the maximum time being cut from 12 to nine years. Supervisors in the traffic department received increases of $1 or $2 a week to maintain a uniform differential for all cities. Instructors, observers and lunch room employees in the traffic department also received increases. The Commission awarded increases to 9,000 employees in the interdepartmental clerical department, plant department and in the commercial contact department. Increases of $15 and $20 a month wer directed for engineering and miscellaneous technical employees in speci fied job classifications.

B-2237 NWLB unanimously passed a resolution on the resignation of Chairman
10-13-45 George W. Taylor.

B-2238 NWLB unanimously passed a resolution on the resignation of public
10-13-45 member Jesse Freidin, who is returning to prive law practice in New York City.

Please Order
By B- Number

NATIONAL WAR LABOR BOARD
DIVISION OF PUBLIC INFORMATION

Week Ending October 20, 1945

PRESS RELEASE DIGEST

B-2239 10-16-45 NWLB announced the appointment of E. Robert Livernash as chairman of the First Regional Board (Boston) succeeding Saul Wallen. Mr. Livernash has been a vice chairman of the Regional Board for several months. He received his A. B. degree from the University of Colorado, masters degree from Tufts College and Ph. D. from Harvard. He formerly taught at Massachusetts Institute of Technology, Tufts College and Simmons College. Mr. Wallen and vice chairman James J. Healy, who also resigned, will continue to serve as part time public members of the Boston Board.

B-1888W 10-16-45 NEW YORK TELEPHONE CO. (Down State Plant Dept.) & UNITED TELEPHONE ORGANIZATIONS, IND. (No. 111-14896-D) Telephone Commission directed increases of $4 a week in the starting rates and $2 a week in the top rates of some 9,000 employees. In another decision the Commission directed the same increases to plant employees in the long line department of the American Telephone and Telegraph Co., New York. Plant clerical employees of this company received increases of $3 in their minimum rates and $2 in their maximum rates. Both parties in the New York Company case were directed to negotiate appropriate wage rates for female clerical jobs because some of the female classifications were formerly included as male jobs.

B-2240 10-15-45 SEEGER-SUNBEAM CORP. (Evansville, Ind.) & (No. 111-6670-D) UNITED ELECTRICAL RADIO & MACHINE WORKERS, Local 813, CIO NWLB remanded back to the parties a dispute involving the operation of wage brackets in Evansville for further negotiation on the basis that the brackets as applied by the Sixth Regional Board (Chicago) "did not yield results consistent with the purpose of the May 12, 1943, Directive of the Economic Stabilization Director." The Regional Board had directed a 6¢ an hour general wage increase to hourly rated employees with incentive workers receiving 6¢ an hour in addition to their regular earnings. The National Board acted on the basis of additional information on the metal trades rates which were under review at the time of the Regional Board's decision.

B-2012A 10-16-45 Lloyd K. Garrison has been appointed by the President as chairman of the Board succeeding George W. Taylor. He has been vice chairman since last March. Mr. Garrison, who was chairman of the first National Labor Relations Board, began service with the Board as its General Counsel in October, 1942. He was named Executive Director in January, 1943 and appointed as the Board's first alternate public member in January, 1944. He became a regular public member in February, 1944, succeeding Wayne L. Morse. He began law practice in New York City in 1923. He became dean of the University of Wisconsin Law School in 1932. Mr. Garrison has had wide experience in the field of industrial relations.

-7354
10/22/45

B-1838X
10-17-45

PACIFIC TELEPHONE & TELEGRAPH CO. (San Francisco, Calif.) &
UNITED BRO. OF TELEPHONE WORKERS, IND. (No. 111-12972-D)

Telephone Commission, basing its decision on the Board's policy that reductions in employee benefits are a matter for joint union-management determination, ruled that no reduction may be made in an existing pension plan for clerical employees in the San Francisco office without consent of the union. Claims by employees of reductions in the benefits or privileges of the plan may be presented as a grievance, and if not resolved by the parties under the grievance procedure, may be submitted to arbitration pursuant to a previous directive order of the Commission. The union requested that the plan be included in its contract, contending that the plan was not a gratuity but a condition of employment.

B-2241
10-16-45

NWLB, in a statement outlining its program for winding up its work, announced that it had unanimously voted to terminate its existance not later than January 1, 1946, and to make every effort to achieve that result by December 15, 1945. Effective October 22, 1945, except in pending cases, no further directive orders will be issued by the Board, the Regional Boards or its Commissions. Instead recommendations to the parties as to appropriate terms of settlement will be issued. No further appeals from recommendations of the Regional Boards and Commissions will be permitted. The Board will continue to act on cases in which the parties have stipulated to be bound by the Board's decision. Appeals in such cases will be permitted where the case has been referred to a Regional Board and the parties have not agreed to be bound by a Regional Board's decision. After October 22, on cases of this type, the Board will only designate, at the request of the parties, an arbitrator to make a final decision, and will not make the decisions itself.

B-2224A
10-17-45

WESTERN UNION TELEGRAPH CO. &
NATIONAL COORDINATING BOARD, AFL (No. 111-17763-D)

NWLB directed a minimum hourly rate of 55¢ for all experienced workers outside the Metropolitan New York area, except foot and bicycle messengers who are to receive a 45¢ an hour starting rate and 50¢ after 30 days. The night shift differential was increased from 5% to 10%. The differential is to be paid on all tours where the major portion falls between 6 p.m. and 6 a.m. The Board denied the union's request for a seniority system based on total length of employment with either of the two companies, regardless of job. Eleven other issues are still pending in the case.

B-2243
10-19-45

KELLEY KAR CO. (Los Angeles, Calif.) (No. 10-16132)

NWLB remanded to the Tenth Regional Board (San Francisco) a case involving downward revision of commissions for determination of whether or not the company had a variable commission plan in effect before wage stabilization. The Board ruled that if such a plan was in effect before October 2, 1942, the company could withdraw its application for a downward revision because Board approval would not be necessary. The Regional Board had denied the company's proposal on the ground that it would result in a decrease in commission rates for 40 auto salesmen.

B-2244 **HAYWARD HOTEL** (Los Angeles, Calif.) & (No. 111-14243-D)
10-19-45 **JOINT EXEC. BOARD OF CULINARY WORKERS & BARTENDERS**, Local 17, AFL
NWLB affirmed an order of the Tenth Regional Board (San Francisco) which directed the Co. to abide by a contract negotiated by representatives of the parties. The employer refused to sign the contract on the ground that his labor relations counsel had no authority to bind the company to such an agreement. The union had accepted orally the agreement. The Regional Board adopted a panel finding that "both negotiators were representatives not only in name but in fact, and that the parties, by their negotiations, meant to agree, not merely to solicit concessions thereafter revocable at the whim of either party."

NATIONAL WAR LABOR BOARD
Division of Public Information

keep

FACT SHEET

October 18, 1945

WLB'S TERMINATION PROGRAM
(Effective October 22, 1945)

Termination Date: At least by January 1, 1946, and by December 15, 1945 if possible.

Procedure on New Cases: The Board will continue its policy of issuing decisions in new cases only upon joint request of the parties, but on and after October 22 will act only to the extent of naming an arbitrator or arbitrators to decide the issues. The Board itself will not hear the merits of any new case. Appointment of arbitrators will be approved by the public, industry, and labor members of the National Board or appropriate Regional Boards.

Procedure on Stipulations Received before October 22: In cases received by the Board prior to October 22, containing joint stipulation of the parties to accept a decision as final and binding, the Board and its agencies will continue to issue directive orders. Appeals to the National Board will be permitted unless the stipulations specified that the parties had agreed to accept the decision of the Regional Board or Commission as final.

Procedure on Pending Appeals: Appeals from directive orders which have been issued prior to October 22 will be processed by the National Board, and directive orders will be issued as in the past.

Procedure on Other Pending Cases: In other cases not decided before October 22, the National and Regional Boards and Commissions thereafter will process the case and issue recommendations only. No appeals may be made from recommendations of the Regional Boards and Commissions.

Stabilization Functions: There will be announced later a program for carrying out the functions required under the Stabilization Act (passing upon such voluntary wage adjustments as require approval, and acting upon violations of wage stabilization regulations) until termination of that act (June 30, 1946).

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10/18/45

IMMEDIATE RELEASE IMMEDIATE RELEASE

NATIONAL WAR LABOR BOARD

DIVISION OF PUBLIC INFORMATION
PRESS RELEASE

B-2241
Termination Program

For Immediate Release,
Tuesday, October 16, 1945

The following statement was adopted unanimously today by the National War Labor Board:

On September 26, 1945 the National War Labor Board, in accordance with the program previously announced for winding up its work, unanimously voted to fix a definite date for the termination of the Board's existence. December 15, 1945 was agreed upon as the date, subject to a final checkup as to the condition of the Board's backlog in the various regions and in the Industry Commissions and Panels. On October 3, 1945, after conferences with the Chairmen of the Regional War Labor Boards, the Board unanimously voted to terminate its existence not later than January 1, 1946, and to make every effort to achieve that result by December 15, 1945.

Certain steps were agreed upon for the purpose of facilitating the winding up of the Board's operations but their announcement was withheld pending the working out of certain administrative details, and pending the discussion with the President which was held yesterday. The Board is now in a position to announce the following procedural steps, which are designed to facilitate the task of winding up the Board's operations within the time previously agreed upon.

1. Effective from and after October 22, 1945, except in pending appeal cases and in pending cases in which the parties have jointly stipulated to be bound by the Board's decision, no further directive orders will be issued by the National War Labor Board or by the Regional Boards or Industry Commissions, (other than the Commissions which have been set up to effectuate directive orders of the Board). Instead recommendations to the parties as to the appropriate terms of settlement will be issued

2. No appeals from the recommendations of the Regional Boards and Commissions to the National War Labor Board will be permitted. Appeals from directive orders which have already been issued by the Regional Boards and Commissions will, however, be processed by the National War Labor Board as heretofore and will be disposed of by directive order.

3. In cases in which the parties have heretofore jointly stipulated to be bound by the Board's decision, the Board and its respective agencies will issue directive orders as heretofore. Appeals in such cases will be permitted as heretofore to the National War Labor Board where the case has been referred to a Regional Board and the parties have not agreed that the Regional Board's decision should be final.

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4. The Board's policy has been to make decisions only in dispute cases certified prior to August 18, 1945, except where the parties jointly stipulated to be bound by the Board's decision. This policy will continue to be followed, with the added proviso, however, that as to joint stipulations received by the Board on and after October 22, 1945, and until a date to be later specified when no further joint stipulations will be received, the Board will act only to the extent of designating, at the request of the parties, an arbitrator or arbitrators as the parties may specify, to make a final and binding decision, and will not itself make the decision.

5. Staff aid will be given to the Regional Boards and Commissions which have the most congested calendars, by appropriate transfers from the National Board or from other Regional Boards or Commissions, as particular case loads may permit.

6. There will later be announced a program for carrying out the functions required under the Stabilization Act (passing upon such voluntary wage adjustments as require approval, and acting upon violations of wage stabilization regulations) until the termination of that Act.

ADVANCE RELEASE Important ADVANCE RELEASE Gen Order #

amended

NATIONAL WAR LABOR BOARD

DIVISION OF PUBLIC INFORMATION
PRESS RELEASE

B-2181
G.O. Seven Amendment

For Release In Morning Papers
Of Friday, August 3, 1945
Radio: 7 p.m. Thursday

Cleared and Released Thru
The Facilities of The
Office of War Information

The National War Labor Board today announced it had amended its General Order No. 7 to provide that any wage or salary increases directed as a result of changes in state laws on minimum wages passed or promulgated after April 8, 1943, which would result in a wage or salary rate in excess of the rate established by the Board's General Order No. 30 as the minimum wage rate may not be made without WLB approval.

General Order No. 7 previously provided that approval was needed if increases directed by state laws resulted in a rate in excess of 50 cents an hour. Recently the Board raised its substandard minimum as defined in General Order No. 30 from 50 to 55 cents.

The change in the General Order follows as prepared for publication in the Federal Register today:

TITLE 29

CHAPTER VI - NATIONAL WAR LABOR BOARD

PART 803 - GENERAL ORDERS

The National War Labor Board has amended its General Order No. 7 to read as follows:

> Section 803.7 Since Title VI, Section 1 of Executive Order No. 9250, dated October 3, 1942, states that "nothing in this Order shall be construed as affecting the present operation of the Fair Labor Standards Act", and since statutes and orders of the duly constituted authorities of the several states fixing minimum rates for certain types of workers carry out the true purposes and intent of the Fair Labor Standards Act, and are designed and intended to eliminate substandards of living within the meaning of Section 2 of Title II of Executive Order No. 9250, the National War Labor Board hereby approves increases in wage and salary rates made in compliance with such statutes and orders, provided however, that if any changes in such statutes or orders are made or promulgated after April 8, 1943, increases directed thereby which would result in a wage or salary rate in excess of the rate which the War Labor Board establishes as a minimum wage rate by General Order No. 30, may not be made without the approval of the Board.

/s/ Theodore W. Kheel
Executive Director

(Approved: July 19, 1945)

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8/2/45

ADVANCE RELEASE ADVANCE RELEASE

NATIONAL WAR LABOR BOARD B-2140
Quarterly Report

DIVISION OF PUBLIC INFORMATION
PRESS RELEASE

For Release In Papers
Of Sunday, July 8, 1945
Radio: 7 p.m. Saturday

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Office of War Information

Less than one per cent of the employers who voluntarily ask War Labor Board approval of wage increases for their workers seek higher prices for their products, and an even smaller percentage ultimately obtain higher prices, a quarterly report of the National War Labor Board showed today.

The report, covering the last three months of 1944, disclosed that 42,000 applications, involving requested wage increases for more than 2,000,000 workers, were handled by the 15 regional boards of the agency. Of these 84 per cent were approved in whole or in part. The applications brought immediate wage rate increases averaging 5.3 cents an hour to an estimated 535,670 although about 86 per cent of the 2,000,000 workers received some benefits.

A study of the effect of the authorized increases on price ceilings showed that less than one per cent of the employers indicated they might ask for higher prices to compensate for any increased labor costs, and that not all of the requests finally were approved by the Office of Price Administration, since some of them did not meet the standards necessary for a price adjustment.

Moreover, the report said, although 32 per cent of the applications came from firms holding federal government contracts, only one per cent of these were working on a cost-plus system, under which any increased payroll expenses could be passed on directly to the government.

In general, the report indicated that those who received immediate increases were predominantly in the lower-paid occupations, with the record showing 10 per cent of the workers earning less than 50 cents an hour, and only nine per cent earning $1 or more an hour. A second indication of this tendency to increase the wages of the lower-paid workers more than those drawing higher pay, was found in the fact that the Regional Boards approved 98 per cent of the applications involving workers at less than 50 cents an hour, and only 71 per cent of the requests involving straight-time rates averaging $1 or more. (Since the period covered by the report, increases to bring wages up to 55 cents an hour no longer require advance approval of the WLB).

"An increasing proportion of the voluntary cases coming before the Regional Offices of the War Labor Board involve adjustments not affecting basic wage rates," the report said. "These issues, which usually affect a relatively large proportion of the workers in a plant, include introduction or modification of incentive systems, plans for paid vacations, differentials for workers on second or third shifts, premium pay for overtime, payment of year-end, military service or severance bonuses, and a miscellaneous group of adjustments such as sick leave plans, payment for holidays not worked and awards for employee suggestions."

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7/11/45

Of all cases handled, 20 per cent fell into this non-basic wage, or so-called "fringe issue," category, while an additional seven per cent involved these issues in conjunction with requests for some change in basic rates.

The most frequently sought "fringe" adjustment was vacation plans, which accounted for seven per cent of all cases handled. Next in frequency were applications for year-end and other non-recurring bonuses which, unlike most "fringe" adjustments, were sought more often by employers alone than by employers and unions jointly.

The report also showed 2,075 labor-management disputes closed by the Board and its agencies during the quarter, of which 1,539 were settled by decisions of the Board and 536 through withdrawals by the parties, reference to other agencies and the like. Of 891 cases in which the Board ordered wage or salary increases, only 13 per cent contained statements of employers that higher price ceilings would be sought. How many of these employers later pressed their claims for price relief, and how many increases ultimately were granted by the OPA or by the Office of Economic Stabilization could not be determined.

The text of the report is attached.

WAGE STABILIZATION POWERS EXTENDED

Source: Wage and Hour Reporter, Vol. 8, No. 28, July 9, 1945, page 690.

Stabilization Act retained for additional year; Secretary of Agriculture to regulate wages of farm labor

President Truman on June 29 and 30 signed two documents regulating wages and salaries. One is Public Law No. 108, which extends until June 30, 1946, the Economic Stabilization Act of Oct. 2, 1942. The other is Executive Order 9577, which transfers to the Secretary of Agriculture the War Food Administrator's authority to regulate the wages and salaries of agricultural labor. Both Public Law No. 108 and Executive Order 9577 became effective June 30.

The Economic Stabilization Act authorizes the President to stabilize wages and salaries affecting the cost of living and to limit or prohibit the payment of doubletime. Executive Order 9250 (1943 WH Man. 509) stabilizing wages and salaries and Executive Order 9240 (1943 WH Man. 641) regulating premium pay were issued pursuant to this law. The authority of the Office of Economic Stabilization and the power of the War Labor Board and the Bureau of Internal Revenue to regulate wages and salaries were defined by Executive Order 9250 and subsequent regulations. The authority for the wage and salary controls in the hands of these agencies is retained for another year under the measure approved by the President on June 30.

WLB STARTS INTENSIVE WAGE CONTROL DRIVE

Source: Wage and Hour Reporter, Vol. 8, No. 28, July 9, 1945, pages 690-691

New enforcement program reveals record number of violations; Treasury agents and trade associations aid regional enforcement officials

A record number of violations of the wage stabilization program were announced by regional war labor boards recently as these boards opened a new enforcement drive foreshadowed by the National Board's executive director at Congressional hearings a few months ago (8 WHR 596).

At that time Theodore Kheel, the WLB's executive director, told a subcommittee of the House Appropriations Committee that the Board would try to process 18,000 pending wage violation cases by the end of the year so that employers would know what, if any, wage payments may not be included as business expenses for income tax or cost-plus contract purposes.

In recent violation cases, announced by the Regional Boards at New York, Philadelphia, Atlanta, and Chicago, the amounts of wage payments recommended for disallowance as business expenses ranged from as little as $400 up to $20,000.

Significantly, although possible penalties were reduced in all cases because of extenuating circumstances, some disallowance penalties were assessed in each case made public despite pleas by employers that they had honestly believed WLB approval for certain wage adjustments was not necessary, had misunderstood WLB regulations, acted under pressure from the union or employees, or inherited violations from a predecessor firm. Employers were in all cases held responsible for knowledge of all wage stabilization rules.

Type of Violations.

The most frequent violations discovered were wage increases to individuals or groups of employees made without first securing WLB approval for such increases. One employer claimed he did not know that the Board had to approve wage schedules for a new plant but thought that only changes in effective rates had to be submitted. Another employer explained that he thought increases up to the prevailing level of wages could be made without approval, while still a third said he was under the impression he could pay the same wages as the War Labor Board approved for members of his industry association, although he himself was not a member but belonged to the same industry.

Under WLB regulations, all wage increases ① raising hourly rates above 55 cents an hour must be submitted to the Board for approval unless the increases are individual increases permitted without approval under General Order ~~mk~~ 31 (1943 WH Man. 555). ② Increases up to 55 cents an hour may be made without approval under the most recent amendment to General Order No. 30 (8 WHR 568). ③ General Order 6 (7 WHR 719) requires employers to submit job classification schedules for new plants for WLB approval.

Other more unusual violations, included (1) payment of union contract wages before the contract wage scale was approved; (2) unauthorized conversion of a five-cent attendance bonus in the wage scales; (3) payment of unapproved attendance bonuses; (4) wage increases in the form of "loans" which never had to be paid back, (5) wage decreases.

All wage decreases, like wage increases, require WLB approval before they can be effected. Under the Economic Stabilization Act the War Labor Board is not permitted to approve wage decreases below the highest wage level between January and September 1942 except as such decrease is necessary both to aid in the prosecution of the war and to eliminate gross inequities (8 WHR 659).

Test Checks Made.

A large proportion of the wage stabilization violations recently processed by regional boards came to light through voluntary disclosure by the employers involved. Others were discovered through test checks made by Wage and Hour Division inspectors at the request of the War Labor Board or during their ordinary operations. Still others were called to the attention of the appropriate regional board by competitors of the violating firm or even trade associations, some of which have voluntarily assumed the policing of wage stabilization in the interest of promoting fair competition. A few violations were discovered by agents of the Bureau of Internal Revenue in the course of tax investigations or routine checks of returns and were turned over to the War Labor Board for further action.

Voluntary disclosure of violations by employers was regarded as the most telling "extenuating circumstances" by each regional board in weighing the amount of the disallowance penalty to be assessed. Cooperation with WLB officials, waiver of formal hearings, and prompt filing of a Form 10 to secure formal approval of unauthorized wage payments were considered next in importance as extenuating circumstances.

In enforcement cases, the War Labor Board and its agencies have the authority to recommend that the total amount of illegal wages paid be disregarded as a business expense for various purposes, but they may, in their discretion, recommend reductions from this total sum possible in the light of the circumstances present in each case. Depending on other factors in the firm's income tax returns the actual penalty assessed in a case may be from 40 to 90 per cent of the amount of the disallowance recommended by the War Labor Board.

NATIONAL WAR LABOR BOARD
Division of Public Information

Department of Labor Building
Phone, REpublic 7500

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Lloyd K. Garrison, Vice Chairman	Dean of Law School, University of Wisconsin 2732 P Street, Northwest
Frank P. Graham	President, University of North Carolina The Washington Hotel
Lewis Gill	Former Chairman, Cleveland Regional War Labor Board 407 North Bryan Street, Arlington, Virginia
Dexter M. Keezer	Former President, Reed College Quaker & Janney Lanes, Alexandria, Virginia
Edwin E. Witte	Professor of Economics, University of Wisconsin 2633 South Uhle Street, Arlington, Virginia
Nathan P. Feinsinger	Professor of Law University of Wisconsin 3940 Langley Court
Jesse Freidin	Private Law Practice New York, New York 428 Argyle Drive, Alexandria, Virginia

LABOR MEMBERS

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R. J. Thomas	President, United Automobile Workers- CIO The Ambassador Hotel
George Meany	Secretary-Treasurer of the AFL 901 Massachusetts Avenue
Matthew Woll	Vice-President of the AFL 901 Massachusetts Avenue

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Alternate Labor Members:

Martin P. Durkin	President, United Association of Plumbers and Steamfitters, AFL 4021 Van Ness Street
Robert J. Watt	International Representative of the AFL 901 Massachusetts Ave.
Emil Rieve	President, Textile Workers' Union, CIO The Annapolis Hotel
John Brophy	Director of Industrial Union Councils, CIO

Substitute Labor Members:

James A. Brownlow	Secretary, Colorado State Federation of Labor-AFL Room 5330, Labor Bldg.
Elmer E. Walker	International Representative, International Association of Machinists-AFL 9th Street & Mt. Vernon Avenue, Northwest
Louis A. Lopez	International Representative, International Printing Pressman's & Assistants' Union of North America-AFL 1003 K Street, Northwest
Raymond T. McCall	International Representative, IBTCWHA-AFL Bowen Building, 15th & I Streets, Northwest
John Leonard	International Representative, Amalgamated Association of Street, Electric Railway & Motor Coach Employes of America-AFL Hamilton Hotel
Neil Brant	International Representative, UERMWA-CIO Room 5330, Labor Bldg.
Delmond Garst	CIO Representative Room 5330, Labor Bldg.
John J. Brownlee	Representative - USW-CIO Lafayette Hotel

Substitute Labor Members (Continued):

Carl J. Shipley	UAW-CIO International Representative 3508 Valley Drive, Alexandria, Virginia
David R. Stewart	International Executive Board Member, Oil Workers International Union Room 5330, Labor Bldg.
Richard Frankensteen	Vice-President, UAW-CI Statler Hotel

EMPLOYER MEMBERS

Horace B. Horton	Treasurer, Chicago Bridge & Iron Company The Carlton Hotel
Lee H. Hill	Vice-President, Allis- Chalmers Manufacturing Company The Carlton Hotel
Frederick S. Fales	Former Vice-President and Director, Socony Vacuum Company Hay-Adams House
J. Holmes Davis	Chairman of the Board, Spofford Mills, Inc. The Shoreham Hotel

Alternate Employer Members:

Vincent P. Ahearn	Secretary, National Sand & Gravel Association 7324 Hampden Lane, Bethesda, Maryland
Clarence O. Skinner	Automotive & Aviation Parts Manufacturers Dorchester House
Fred Climer	Vice President, Goodyear Tire & Rubber Company , Akron, Ohio The Willard Hotel
S. Bayard Colgate	Chairman of the Board, Colgate, Palmolive, Peet Company The Wardman Park Hotel

Substitute Employer Members:

Charles Roberts	Assistant to the President, White Cap Company, Chicago The Carlton Hotel
Walter Knauss	Executive Assistant, Labor Relations Manufacturers Association of Hartford, Connecticut
Hoey A. Hennessey	Manager, Carteret Industrial Association Carteret, New Jersey The Carlton Hotel
Earl N. Cannon	President, Yellow Truc Lines, Inc., Madison Wisconsin 1410 M Street, N. W.
William Maloney	Personnel Manager Standard Oil Company Bayonne, New Jersey Wyoming Apartments

Executive Director:

Theodore W. Kheel	1722 Varnum Street, Northwest

General Counsel:

Vacancy

Guide Rates

NATIONAL WAR LABOR BOARD

ADVANCE RELEASE

ADVANCE RELEASE
B-1952
McCulloch Logging
(Guide Rates)

DIVISION OF PUBLIC INFORMATION
PRESS RELEASE

For Release in Sunday Papers,
February 11, 1945

Cleared and Issued Through
The Facilities of the
Office of War Information

In a situation where uniform base rates have been established for an industry, the application of "guide rates" for key jobs is a more realistic approach to the problem of wage stabilization than the use of approvable rates (wage brackets), which are determined for key jobs in an industry on a local area basis, the National War Labor Board said today.

It was pointed out, however, that "guide rates" are not the same as the "wage brackets," and that "guide rates" are used as guides in correcting intra-plant inequities under the Board's authority to effect reclassifications, whereas wage brackets are used for the purpose of correcting inter-plant inequities.

A detailed discussion of the application of "guide rates" and "wage brackets" is contained in a majority opinion by Dexter M. Keezer, a public member of the Board, on the Board's decision upholding a directive order of September 23 of the West Coast Lumber Commission. The order granted wage increases in the plant pursuant to the application of "guide rates" for key jobs in the logging and sawmill industries of the Douglas fir region in settling a dispute between the Ernest M. McCulloch Logging Company, Eugene, Oregon, and the International Woodworkers of America, CIO, involving 45 employees. Industry members dissented from the denial of the Company's appeal

The Board unanimously modified, however, the effective date of the adjustments, so as to make them retroactive to the date of certification of the dispute, September 27, 1943. The Commission had ordered a retroactive date of July 27, 1943, date of the union's wage demands upon the company following its designation as sole collective bargaining agency the day before.

The Lumber Commission directed a rate for flagmen of 90 cents an hour, which is the established common labor rate for the fir lumber industry; brought rates for key jobs up to the "guide rates" established by the Commission pursuant to a resolution of the National War Labor Board of April 25, and directed adjustments in the rates for the remaining occupations on the basis of consideration of job duties and intra-plant relationships. The highest increase was 17½ cents in the case of flagmen, with the average increase (unweighted) being 5½ cents.

The majority of the Commission found that the general level of rates paid by the company were substantially below those in the area and the industry and that intra-plant relationships had been disturbed by non-uniform adjustments made without collective bargaining.

Mr. Keezer's opinion pointed out that the National Board in this case reviewed for the first time the application by the West Coast Lumber Commission

6295
2-9-45

of the April 25 resolution providing for the use of "guide rates" in eliminating intra-plant inequities in the West Coast lumber industry. "The Board's decision in this case has an importance not to be gauged by the slight magnitude of the dispute precipitating it which involves only 45 workers engaged in a logging operation for the E. M. McColloch Logging Company in the beautiful McKenzie River Country of Oregon," the opinion stated.

The first part of the opinion "makes available for the first time in the opinions of the Board a general account of the development of the 'guide rate' policy," he said. "The account is designed to be purely expository and to involve no controversial assertions."

The second part explains the decision of the Board in the McCulloch case, from which the industry members dissented.

The National Board's order, opinion and April 25 resolution are attached.

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NATIONAL WAR LABOR BOARD

In the Matter of; : January 4, 1945

ERNEST M. McCULLOCH LOGGING COMPANY :

AND :

INTERNATIONAL WOODWORKERS OF AMERICA, CIO : Case No. 111-4151-HO

DIRECTIVE ORDER

By virtue of and pursuant to the powers vested in it by Executive Order 9017 of January 12, 1942, the Executive Orders, Directives and Regulations issued under the Act of October 2, 1942, and the War Labor Disputes Act of June 25, 1943, the National War Labor Board, having granted the petition for review in the above entitled cases insofar as it relates to the issue of retroactivity, and having reviewed the merits of the case, hereby decides the dispute between the parties and orders:

I. The terms and conditions of employment set forth in the West Coast Lumber Commission's Directive Order of September 23, 1944 in this case shall govern the relations between the parties, with the following modification:

A. The retroactive date for the wage increases set forth in the Lumber Commission's Directive Order shall be September 27, 1943.

II. The terms and conditions of employment set forth in said Directive Order of September 23, 1944, as herein modified, shall be incorporated in a signed agreement reciting the intention of the parties to have their relations governed thereby, as ordered by the National War Labor Board.

Representing the Public:

Edwin E. Witte
Dexter M. Keezer
Lewis Gill
Nathan P. Feinsinger

Representing Labor:

Robert J. Watt
Carl J. Shipley
Delmond Garst
J. A. Brownlow

Representing Industry:

Dissenting on denial of Company's appeal upon wage issue.

Horace B. Horton
Lee H. Hill
Walter Knauss
J. Holmes Davis

DEAL

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2-6-45

NATIONAL WAR LABOR BOARD

In the Matter of: : January 30, 1945

ERNEST M. McCULLOCH LOGGING COMPANY :

AND

:

INTERNATIONAL WOODOWRKERS OF AMERICA, CIO : Case No. 111-4151-HO

:

The National War Labor Board's Directive Order of January 4, 1945 in the above case was approved by a majority of the Board consisting of Edwin E. Witte, Dexter M. Keezer, Lewis M. Gill, Nathan P. Feinsinger, Carl J. Shipley, Delmond Garst, J. A. Brownlow and Robert J. Watt. Messrs. Horace B. Horton, Lee Hill, Walter Knauss and J. Holmes Davis, representing Industry, dissented upon the wage issue. Dexter M. Keezer, Public Member, was designated to write an opinion for the majority.

OPINION

In this case the National Board reviewed for the first time the application by its West Coast Lumber Commission of the terms of its Resolution of April 25, 1944, providing for the use of "guide rates" in eliminating intra-plant inequities in the West Coast lumber industry. Hence, the Board's decision in this case has an importance not to be gauged by the slight magnitude of the dispute precipitating it which involves only about 45 workers engaged in a logging operation for the E. M. McCulloch Logging Company in the beautiful McKenzie Country of Oregon.

The opinion in this case is presented in two parts. The first makes available for the first time in the opinions of the Board a general account of the development of the "guide rate" policy. The account is designed to be purely expository and to involve no controversial assertions. The second part explains the decision of the Board in this specific McCulloch Logging Company case, from which the Industry Members dissented.

PART I

DEVELOPMENT OF "GUIDE RATE" POLICY [1]

On April 25, 1944, after extended conferences between the National War Labor Board and the members of the West Coast Lumber Commission, the Board adopted a Resolution dealing with the jurisdiction of the Commission and the application by the Commission of the Board's wage stabilization policies. A copy of this Resolution is attached to this opinion. One of the distinguishing features of this Resolution was the authorization and direction of the Commission to establish "guide rates" for the purpose of aiding in the correction of intra-establishment wage rate inequities. For this reason the Resolution has been referred to frequently as the "Guide Rate Resolution." The purpose of the Resolution was to outline a policy addressed to the special situation in the West Coast Lumber industry by which the Lumber Commission could eliminate inequities in occupational wage rates to the maximum extent consistent with the limitations of the national wage stabilization program, which, of course, fully control all policies of the West Coast Lumber Commission and all agents of the National War Labor Board.

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[1] Acknowledgement of assistance essential to the preparation of this account is made to James C. Hill, Chief of the Board Agencies Review Section, who has followed the development of the "guide rate" policy throughout.

By way of background, the West Coast Lumber Commission has been responsible for wage determinations intwo types of cases. The first type involves industry-wide wage demands arising at the termination of the annual contracts and generally involving large groups of employers and union organizations. The Commissionshas treated these cases in groups and has effected whatever wage adjustments were made through general across-the-board increases predicated on the establishment of a uniform basic minimum wage for each of the major areas and branches of the lumber industry within its jurisdiction. The second type of wage problem faced by the Lumber Commission involves, for the most part, requests for adjustments in rates for particular classifications in individual companies or mills, presented to the Commission in the form of voluntary applications or single dispute cases. In such cases the question is not one of a general increase but a matter of correcting inequities of one sort or another in the rates of pay for particular jobs.

The industry-wide cases have raised, among other things, the problem of the appropriate general level of wages in large sections of the western lumber industry. The individual "in-between" cases involve problems of the internal wage structure of the industry and of each plant within it. Moreover, since throughout the lumber industry of the West Coast virtually all employees have received increases averaging more than the 15 percent allowable under the Little Steel formula, and since minimum rates are considerably above any rate recognized by the Board as sub-standard, the Board's power to adjust wages in this industry is limited to the correction of inequities within the present wage structure of the industry at present general levels. (The only exception would fall under the Board's closely restricted authority in "rare and unusual" cases to exceed the standard criteria of stabilization policy in order to meet the critical needs of war production.)

Types of Wage Rate Inequities

Wage rate inequities may arise in two ways. Wage rates in one plant may be "out of line" with rates for the same jobs in other plants. Or, wages for a given job in an individual plant may be out of line with the rates paid to other employees and other classifications in the same plant. The first situation involves inter-plant wage relationships, and may involve differentials which are sufficiently wide or abnormal as to constitute an inter-plant inequity. The second situation, involving the internal relationships of rates for various classifications within a plant, are designated as intra-plant inequities. The feeling of inequity on the part of the employees involved may be just as acute in the one case as in the other. In fact, the more immediate concern of an employee is frequently the relation of his hourly wage to that of other employees in the same plant, rather than a comparison of his own rate with rates paid elsewhere in the industry or the community. He may claim that other classifications no more skilled than his own are paid higher rates, or that the differential between his wage and that of other classifications is either too great or too narrow.

In dealing with inter-plant inequity problems, the Board is governed by the wage bracket principle as set forth in the Policy Directive of May 12, 1943 supplementing Executive Order No. 9328. Under this Directive the Board is instructed to establish the range or "bracket" of sound and tested going rates for each of the major classifications in each local labor market area. Wages may be increased only in case of those rates which are below the minimum of such brackets of sound and tested rates, and they may be raised only up to the minimum of the appropriate wage bracket. Save in rare and unusual cases, and cases where new plants or new departments are being established, it is not within the authority of the Board or its agents to raise wage rates which are within the range of sound and tested rates, or to establish rates above the minimum of this bracket.

In dealing with intra-plant inequity problems, the Board may apply quite different principles. Here the question on its merits is one of establishing a pattern of the rates within a plant which reflects a proper evaluation of the relative skills, responsibilities, working conditions, etc., that go with each job and make up its content. This may be done on the basis of careful job evaluation studies. Frequently, however, either in addition to or in substitution for such studies, the Board must look to general industry practice, along with historical relationships and other factors, as a guide in establishing appropriate intra-plant wage relationships. In this sense every intra-plant inequity problem may also be viewed in terms of inter-plant relationships, since it is appropriate and useful to investigate the differentials which prevail in other plants in the industry.

In correcting intra-plant inequities the Board's power to effect wage adjustments is also limited, not by the application of bracket minima, but by the provision of Executive Order 9328 requiring that such adjustments shall not "increase the level of production costs appreciably or furnish the basis either to increase prices or to resist otherwise justifiable reductions in prices." This fact has an important bearing on the possibility of meeting demands for large scale re-evaluation and realighment of rates. It is quite possible that rates in a given industry or area may be irrational and shot through with inequities. But any program designed to rationalize such a wage structure probably would result in lowering certain job rates in order to offset increased job rates and thus comply with the provision that the total program is not to increase production costs appreciably.

To illustrate these distinctions, it may be claimed that Job A, which is now paid $1.00 an hour, should be raised to $1.10. If this claim is based on inter-plant relationships, i.e., that other plants in the area pay higher rates for this classification, the proposal would be tested by appropriate wage brackets. Other plants might be paying anything from, say, 90 cents to $1.25. Perhaps the average rate paid is $1.10. The most that could be done as a correction of inter-plant inequities would be to raise the rate in question to the minimum of the bracket of sound and tested going rates in the area for this classification, which is usually set either at the lowest substantial and representative cluster of going rates or at a point 10 percent below the weighted average of existing rates. In this example it would be unlikely that any increase could be approved for the man earning $1.00 an hour. A point 10 percent below the weighted average of $1.10 would be 99 cents, and unless the first substantial cluster of rates exceeded $1.00 an hour no increase would be in order.

On the other hand, it might be claimed that a rate of $1.00 an hour for Job A should be raised because it is not in proper relationship to Job B in the same plant. If Job B is paid 90 cents and Job A is paid $1.00, the differential of 10 cents an hour would have to be examined in terms of the relative job content of the two classifications., It would also be appropriate to examine into the question of what differentials prevail between like jobs in other plants. If it is found that a great majority of the plants in the area provide a 15-cent differential between these two jobs it may reasonably be concluded that a differential of 15 cents, rather than 10 cents, is the more proper appraisal of the differences in skills and responsibilities of these two jobs. Such a presumption is especially strong if the differentials generally prevailing in the industry are of long standing and have been arrived at as a result of collective bargaining. On the basis of such a finding, it would be appropriate to grant a 5 cent increase to the rate for Job A at the plant where the differential is now 10 cents an hour, in order to correct an intra-plant inequity. This might be done even though the rates for Job A and Job B in the given plant were equal to or above the minimum sound and tested rates in the area.

Distinction Between Inter-plant and Intra-plant Inequities

While general industry practice may be considered in both inter-plant and intra-plant inequity cases, the essential distinction is that inter-plant inequities are judged from the standpoint of comparisons of actual rates in the various plants whereas intra-plant inequities are viewed primarily from the standpoint of comparing internal differentials in one plant with the differentials prevailing in other plants. While one looks to rates paid elsewhere in the industry in the case of intra-plant adjustments, the question is not one of comparing rates for Job A or Job B in one plant with rates for the same jobs in other plants, but rather a comparison of the differential between Job A and Job B in one plant with the differentials between these jobs as found in other plants. However, if one could proceed from a common base point in all of the plants concerned, the study of wage rates and wage differentials would in effect amount to one and the same thing. If, for example, Job B in all the plants concerned were paid the same rate, then the study of rates paid for Job A would at the same time provide a picture of industry practice with respect to differentials between the rates for Job A and Job B.

It is this very situation which distinguishes the West Coast Lumber industry from many others and which is the basic condition whereby the guide rate principle was established. The West Coast Luber Commission has not only effected general increases for each of the major divisions and branches of the industry but has established within each dividion a uniform basic minimum wage. These minimum rates were established in the so-called first round of industry-wide cases decided by the Commission in December 1942 and the first months of 1943. Following these decisions, the Commission issued General Orders authorizing all lumber operators to raise wages to the newly established basic minimum rate for common labor in the area. 2/ As a result of these industry-wide decisions and general orders, plus numerous decisions in individual voluntary and dispute cases, virtually all, or at least the great majority, of operators had, by the time the "Guide Rate Resolution" was issued, effected increases up to the established basic minimum rate.

The Resolution of April 25, 1944

While uniform basic minimum rates for common labor have been established there is still considerable variation in rates for the various classifications above

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2/These General Orders were labor revoked. However, since they were in effect for almost a year, and since it has been the policy of the Lumber Commission to apply the basic minimum wage standards established in industry-wide dispute cases in all subsequent cases, it is quite improbable that a significant number of operators are paying less than the established minimum rate for the area.

common labor. The Resolution of April 25, 1944 was designed to deal with this situation. The purpose and basis of the policy which is outlined in this Resolution, are set forth in paragraph 2 (a) as follows:

> (a). In accordance with Executive Order 9328 (authorizing "reasonable adjustments of wages and salaries in case of . . . reclassification.") voluntary applications and disputes involving the adjustment of rates of individual job classifications in the West Coast Lumber Industry (as distinct from requests for "across the board" increases) shall be considered by the West Coast Lumber Commission from the standpoint of the internal wage structure of the particular company involved.

In the first place the guide rates are not the same as wage brackets. They are used as guides in correcting intra-plant inequities under the Board's authority to effect reclassifications. This word has been used in several different senses. Narrowly defined, it would mean the promotion or demotion of individuals. However, both the National War Labor Board and the Director of Economic Stabilization have interpreted the word in a broader sense to include the re-evaluation and realignment of job rates. As such, it is not necessary that job titles or job duties must be changed. In fact, the limitation of reclassifications to changes in job titles or assignments of jobs of a different title would be quite illusory for the reason that the name by which a particular job is designated frequently has quite different meanings in different plants and areas. The primary consideration in a reclassification program is not what the job is called but what is the proper rate for the work performed relative to the rates paid for other jobs. 3/

3/ The meaning and application of the word "reclassification" is discussed in the Board's Majority Opinion, written by Chairman Davis in connection with the recent Atlantic Coast Shipyard Cases (New York Shipbuilding Corp., et al, Cases 111-2227-D, 111-2635-D, 111-2612-D and 111-2170-D), issued September 20, 1944. The situation presented in these cases was in many ways analogous to that of the West Coast lumber industry. All of the shipyards were paying a uniform rate of $1.20 for first class skilled mechanics. Hence, all adjustments for related classifications could be viewed in terms of establishing appropriate differentials with the first class rate. Chairman Davis stated:

> "It has been pressed upon us, on behalf of the companies involved in these cases, that the Board is without authority to correct intra-plant inequities by setting up a rationalized wage rate structure and job classification, because, it is asserted, the word 'reclassification' in Executive Order 9328 is limited in meaning to adjustments which result from moving an employee from one job classification into another. It is true that the word 'reclassification' is capable of that limited meaning, and that it was used with that limited meaning in our General Order 31. It was, however, used in a broader sense in Executive Order 9328. In that Executive Order the word was used to embrace the correction of wage rate inequities within a plant structure by job evaluation and reclassification. It was so understood at the time by the Director of Economic Stabilization and by the War Labor Board. The procedure that had then recently been followed in the Southern California Aircraft Industry was referred to as a typical example. From that date to this the War Labor Board had continued to correct intra-plant inequities by re-evaluation of and reclassification of jobs and by rational correction of job rates, within the limits of cost imposed upon the Board by the language of Executive Order 9328 which provides that such adjustments shall not 'increase the level of production costs appreciably or furnish the basis either to increase prices or to resist otherwise justifiable reductions in prices.'"

Secondly, it should be noted that the Resolution is designed to deal only with "voluntary applications and disputes involving the adjustment of rates of individual job classifications in the West Coast lumber industry." It is not addressed to general across-the-board increases. Obviously, increases of the latter type simply serve to raise the general level of wages without effecting internal relationships of job rates. Approval of such increases would have to be based on the Little Steel formula or possibly the substandard criterion, or on the "rare and unusual" case doctrine.

The remaining portions of paragraph 2 of the Resolution deal with the considerations to be used by the West Coast Lumber Commission in determining wage adjustments of the type indicated in paragraph 2(a). First in order, though not necessarily first in importance, is "the relationships among job classification rates in the West Coast Lumber industry." Referring back to the illustration above, it may be found, for example, that the paid rate for choker setters in a preponderance of cases in the Douglas Fir Industry is $1.05 an hour. This is another way of saying that the generally prevailing differential between common labor and choker setters is 15 cents an hour, since 90 cents is the established and recognized basic minimum rate in the Douglas Fir logging and sawmill operations. It should be noted that the Lumber Commission has established the single guide rate of $1.05 for choker setters in the Douglas Fir industry. Single guide rates have also been established for a number of other classifications in the various regions under the Commission's jurisdiction. Before adopting such a single guide rate, however, it is necessary to show two things:

(1) That the job content of the classification is substantially the same in all of the operations within the area, and
(2) That there is a pronounced tendency in existing rates to cluster closely around a single rate.

The first requirement is simply one of being sure that like things are being compared, that the job title means substantially the same thing in all of the operations. The second condition is simply a measure of whether or not there is any clear pattern in industry practice which can be used as a guide in setting appropriate rates and differentials in a particular plant.

In many job classifications in the lumber industry one or the other, or both, of these conditions will be missing. For some classifications a wide range of rates may be found with no clustering around any rate which could be considered as the prevailing rate. This very fact may be an indication that the duties and responsibilities of this classification vary from plant to plant. For some classifications, there may be such a complete lack of uniformity either in job content or rates paid that it would be impossible to establish a guide rate. In such cases, the Commission would proceed from the standpoint of the other criteria set forth under paragraph 2(b) of the Resolution, as listed in the footnote. 4/

4/ "(2). The historical relationships among the wage rates of the jobs of the particular company involved.
(3). The nature of the work performed by the employees in the individual job classifications involved.
(4). Such other factors subordinate to the above as may be relevant to the particular case."

In an intermediate position between the jobs for which single guide rates may be established and those for which no applicable guide can be found in industry practice, certain classifications will be found for which no single guide rate may be appropriate but for which there may be a clear concentration of existing rates within a certain range or spread of rates. The procedure in this case, would be much the same as in the establishment of wage brackets. A range of rates may be established as a guide, representing the lowest to the highest substantial clusters of existing rates. Such a range is to be distinguished from a wage bracket, however, since (a) the purpose is still to measure differentials from the uniform basic minimum rate rather than to establish bracket minima as such, and (b) the minimum of a "guide range" is not necessarily the highest rate which may be approved in a given case. In other words, the minimum might be exceeded without any findings that the particular case was "rare and unusual". Rather, the adjustment which might be granted in any given case would depend on the Commission's findings on all of the four points listed under paragraph 2(b) of the Resolution. For example, the Commission might refuse to increase the rate for a certain classification because its job content is found to be different from the job content of classifications bearing the same titles in other mills. In such a case, there would be no presumption in favor of changing the rates unless it was shown that the duties of the job in the company had been changed.

It should be noted that, even with respect to those classifications for which single guide rates may be established, such rates are not necessarily to be used as a minimum approvable rate in all cases. Paragraph 2(b) of the Resolution states that the Commission "shall take into account" all four of the factors listed as items 1 through 4 in this section of the Resolution. The Commission might in its discretion, for example, decline to raise a particular classification up to the single guide rate for the reason that the historical relationships among wage rates within the particular plant involved evidenced a pattern or alignment of rates which differed substantially from the general pattern found in the industry. In such situations, the Commission would face the necessity of determining (a) whether the requested adjustments would create, rather than correct, intra-plant inequities, and (b) the extent to which a new alignment of rates for the company could be effected within the cost limitations prescribed in Executive Order 9328.

In a situation such as that in the lumber industry, where uniform base rates have been established, the application of guide rates as set forth in the April 25 Resolution is a more realistic approach to the problem of wage stabilization than the use of wage brackets. The wage bracket principle is applicable in the more usual situation in American industry where rates all along the line exhibit variation from plant to plant within the local labor market area. Where virtually all plants have been stabilized at a uniform basic minimum rate, however, the application of brackets to the classifications above common labor might result in upsetting the normal internal relationships in the wage structure of the industry. To say, for example, that common labor shall receive 90 cents and at the same time to apply a rate 10 percent below the average rate for each of the skilled and semi-skilled classifications would result in the disruption of differentials, many of which are of long standing. Having established, prior to the issuance of Executive Order 9328, uniform basic minimum rates the guide rate principle is especially adapted to complete the program of wage stabilization within the West Cost Lumber industry and to minimize wage rate inequities to the maximum extent possible within the limits of cost which are defined in Executive Order 9328.

Wage Rate Survey

In order to implement the program envisioned in the April 25 Resolution the Board has instituted through the offices of the Bureau of Labor Statistics an occupational wage rate survey of the West Coast Lumber industry indluding the Pacific Northwest area and State of California. The purpose of this survey is to enable the West Coast Lumber Commission to proceed with the establishment of guide rates for all of the areas within its jurisdiction, as well as to reappraise its findings based on earlier wage surveys. It is not to be expected, however, that the Commission or any agent appointed by the Board can thoroughly examine every job and every rate paid in the industry. There is bound to be an element of rough justice in the attempt to eliminate wage inequities. In this sense the situation is little different from the more normal peacetime conditions. Job duties and assignments and wage rates are subject to almost day-to-day change. At no time can it be expected that all rates will be in anything like perfect balance.

It also should be observed that the Resolution, and the wage surveys which are being made, are not addressed to the question of the elimination of intra-area differentials. This would involve general increases raising the general level of wages for entire areas, and such demands are not within the authority of the Board to grant. As indicated above, the distinctive feature of the system of guide rates is the fact that they are predicated on the existence of a uniform basic minimum wage within each area. Separate guide rates are to be established, therefore, for each major area or division of the Lumber industry as the Commission deems appropriate. The April Resolution affirms the principle that it is within the Commission's authority, subject to the cost limitations of Executive Order 9328, to eliminate such inequities as are found to exist within each of the areas under its jurisdiction.

PART II

THE McCULLOCH LOGGING COMPANY CASE*

The dispute in this case, which was certified in the Board on September 27, 1943, initially involved issues of overtime, holidays and wages. The case was referred to the Board's West Coast Lumber Commission. By its Directive Orders of April 20 and June 3, 1944, the Commission disposed of the overtime and holiday issues and established a wage rate of 90 cents per hour for flagmen. The remaining wage issue, that of the proper rates to be applied to individual job classifications above common labor, was referred back to the parties for negotiation. Negotiations and further efforts of the Conciliation Service failed to produce an agreement. Accordingly, the Commission appointed a referee and instructed him to make findings and recommendations upon the unsettled wage issue.

The referee submitted a detailed and thorough report dated July 21, 1944. In this report he pointed out that the Lumber Commission had announced guide rates for seven of the jobs involved in this case, 5/and that there was no evidence that the work performed by the McCulloch Company employees in the "guide rate" job is substantially more or less difficult than the usual work performed in those jobs in the industry. The established "guide rates" were those applicable to common labor, 6/choker setters, second riggers, loading engineers, head loader, hook tenders, and high climbers. The referee found that the company was paying less than the guide rate on all except two of the foregoing classifications. He recommended adjustments to bring the jobs up to the established guide rates. After having thus determined appropriate rates in the foregoing classifications, he recommended rates to be applied to the remaining jobs. In so doing he made it clear that he had taken into account not only the historical relationship between job rates but also the nature of the duties involved.

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* Acknowledgement is made to William Berg, Assistant to the Chairman, for assistance in the preparation of this opinion.

5/See West Coast Lumber Commission Release No. L-281

The Commission, deeming the case to be one of utmost importance, granted the parties a hearing upon the wage issue. Thereafter, the Commission issued its majority Order of September 23, 1944 in which it directed the company to pay the wage increases recommended by the referee.

The Company petitioned the National War Labor Board for review of the Commission's decision of September 23. The petition placed special emphasis upon the contention that the Commission created intra-plant inequities where such inequities did not exist previously. Such action, it asserted, is contrary to the April 25, 1944 Resolution which the Board issued to guide the Lumber Commission in applying the wage stabilization policies of the National Board. The following language of the petition succinctly expresses the company's principal objections:

> "Before any adjustment may be made under this resolution, there first must be the finding of the existence of an intraplant inequity. If there be such an inequity, the Commission may then consider the relationships of the wage rates of the company. In this connection and to enable the Commission to give proper consideration to the relationships among job classification rates in the West Coast lumber industry, guide rates may be established. Guide rates then may only be considered and may only be used when an intra-plant inequity exists.
>
> "In this case no intraplant inequity existed. The Commission, however, used the guide rates to increase rates of pay for five jobs and found that by so doing, it had created an intraplant inequity which could be cured only by adjusting rates for all other jobs in the plant(Opinion of Commission, p.3). The Commission took an operation where intraplant inequities were nonexistent, used guide rates to create an inequity, and then increased all rates to cure the harm created by its own action. Such an action and the procedure leading to such a conclusion are patent abuses of the authority granted by the resolution."

The April 25 Resolution, to which the Company made reference in its petition, is the standard by which we must judge the validity of the intra-plant wage adjustments granted by the Commission. The Resolution provides in part:

> "b. In determining whether, in a particular case an adjustment or reclassification of an alleged intra-plant inequity shall be allowed or ordered by the Commission, the Commission shall take into account;

6/The referee found that no common labor, as such, was employed by the company, but he observed that the Commission previously raised the flagmen's rate to the common labor rate of 90 cents in this case.

(1). The relationships among job classification rates in the West Coast Lumber Industry.
(2). The historical relationships among the wage rates of the jobs of the particular company involved.
(3). The nature of the work performed by the employees in the individual job classifications involved.
(4). Such other factors subordinate to the above as may be relevant to the particular case." 7/

A strict and literal application of the company's proposed method of resolving intra-plant inequity cases, as outlined in its above-quoted comments, would gravely impair the Lumber Commission's ability to resolve labor disputes involving such issues. The company suggests that "before any adjustment may be made under this Resolution there must be the finding of the existence of intra-plant inequities". However, the company is silent as to a method whereby the existence or non-existence of such inequities may be determined in the first instance. Under the procedure suggested by the company it is difficult to perceive how the Commission could ever cope with that issue in a dispute case.

It is true that language employed in the referee's written opinion and in isolated portions of the Lumber Commission's September 23 opinion, might create the impression that the appropriate wage adjustment in this type of case may be determined by the simple arithmetical expedient of bringing well defined key jobs up to the established guide rates and then adjusting the rates for all remaining jobs so as to reflect previous job differentials. To be sure, the proper process is by no means that simple.

As heretofore indicated, one of the issues certified in this case by stipulation of the parties related to the Union's demand for a common labor rate of 90 cents per hour with corresponding increases in the upper brackets. This issue was framed in very general terms. In handling it the Commission could properly explore the facts to determine whether, in fairness and equity to all parties concerned, they call for any wage adjustments under the prevailing policies of the Board. 8/

The Commission did not "create" inequities in this case. It merely made use of the tools at hand to determine whether intra-plant inequities did or did not exist at the McCulloch operation. The existence or non-existence of intra-plant inequities cannot be determined in a mere perusal of the rates prevailing in the establishment in question. Whether rates within a given plant are in proper relationship or are out of balance requires careful analysis in several dimensions. Obviously, one of the most reasonable methods of determining whether the rates being paid by the McCulloch operation were so out of balance as to create intra-plant inequities was that of comparing wage rate relationships of certain well defined jobs in the company with the rate relationships prevailing in the industry for jobs of the same nature. The April 25 Resolution lists specifically such a comparison as one of the factors to be considered in a case of that type.

7/ 15 War Lab. Rep. XLVI.

8/ Thus, in the 13 Millwork Company cases, 20 War Lab. Rep. 1 (Nov. 10, 1944), the report of the panel stated "The union based its request for a wage increase for the various companies on a comparison of rates being paid in the industry on the West Coast and the increase in the cost of living which it contended far exceeded the increases of wages allowable under the Little Steel formula". The Board granted increases in order to correct substandards and maladjustments.

Thus, as in the instant case, the rate relationships for jobs A, B, C, D, and E in the plant could be compared with the "guide rate" jobs A, B, C, D, and E heretofore established by the Lumber Commission in the same segment of the lumber industry. When such a comparison discloses that the "guide rate" jobs in the plant are at variance with the established guide rates for the industry, it creates a presumption that intra-plant inequities exist. Under these circumstances, it is proper to refer to the other criteria set forth in the Resolution of April 25. As already noted, these criteria are: the historical relationships among the wage rates of the jobs of the particular company involved, the nature of the work performed by the employees in the individual job classifications involved, and related factors.

For example, it might be demonstrated that a worker whose job title would suggest that he is doing a job which is rather highly standardized in the industry in this area is receiving a rate of pay out of line with the "guide rate" for that job. This would suggest that there is an intra-plant inequity but it would not establish that fact. It might be that his particular job has special characteristics clearly differentiating it from the general run of jobs bearing the same title. If so, that is a fact to be taken into account in determining the existence of an intra-plant inequity.

Likewise, it might be that a rate or group of rates for well standardized jobs in a particular plant depart from the "guide rates" but in so doing follow well established historical relationships within the plant. As specially provided by the Resolution of April 25, such relationships are to be taken into account in determining the existence of an intra-plant inequity.

In this case the Lumber Commission concluded that the Company's rates for jobs A. B. C. D. and E should be corrected so as to bring them into line with the rates heretofore designated as "guide rates" for jobs of like nature in the branch of the industry which encompasses the McCulloch operation. In correcting such rates the Commission gave thorough consideration to the relationship among the particular rates in the industry and the nature of the work performed. Under the facts of the case the Commission did not err in attributing relatively little importance to "the historical relationships among the wage rates of the jobs of the particular company involved". 9/ In this connection it should be noted that the Commission's opinion of September 23, 1944 made the following observation:

> "Thus, we are presented with a case in which the wage scale has not followed the normal trend in the industry and general region, nor in the immediate neighborhood, in which not only is the general level of the wage rates substantially below those prevailing in the industry, area and neighborhood, but in which also intra-plant relationships have been disturbed by non-uniform adjustments submitted by the employer without collective bargaining."

* * *

9/ Resolution of April 25, 1944, §§ 2(b)(2).

> "The April 25 Resolution does not state which factor or factors shall be given controlling effect in a particular case. We believe that this omission was deliberate and that the weight to be given each factor depends on the circumstances of the particular case. For example, in this case, Factor No. 2 is of less weight than it would be in some other cases because of the relationships among the wage rates of the jobs of this company can hardly be said to be historical, in view of the non-uniform job rate adjustments made by the employer. The relationships are therefore not of long standing nor well settled. Moreover, the relationships were not established by collective bargaining. However, the referee has properly given weight to this factor in some jobs where there appears to be a sound reason for maintaining a differential with a related job in the plant."

The Lumber Commission, acting as a fact-finding agency of the Board concluded that the wage relationships within the company were not truly "historical relationships" of the type which would warrant the "historical relationships" criterion of the April 25 Resolution being applied in such manner as to render inapplicable the "guide rate" criterion in this case. In accordance with its well-established policy the Board will not explore the facts in an endeavor to determine whether it would have arrived at the same findings of fact.

The Commission pointed out, however, that historical wage relationships within the plant were taken into account in determining appropriate rates for non-guide rate jobs, Had the Commission not made certain adjustments in the non-guide rate jobs, its action would have been subjected to the criterion that it had failed to complete the wage pattern within the plant, thereby creating wage rate inequities. A majority of the Board are satisfied that the Commission took into consideration, and gave weight to all relevant criteria of the April 25 Resolution in arriving at its decision upon the wage issue.

It should be recalled that the Board's power to correct intra-plant inequities by wage adjustments is limited under Executive Order 9328 by the requirement that such adjustments must not "increase the level of production costs appreciably or furnish the basis either to increase price or to resist otherwise justifiable reductions in prices". The Commission's Directive Order in this case recites that the company did not notify the Commission of its intention to seek price relief in consequence of the increases directed by the Commission. Therefore, the above quoted condition noted in Executive Order 9328 does not bar the wage increases granted herein.

The Commission's Directive Order of September 23, 1944 made all wage increases retroactive to July 27, 1943. In this action, the Commission deviated from established Board policy, The National Board has announced the following statement of policy with respect to retroactivity of wage increases:

> (1) Wage increases shall take effect as of the date agreed upon by the parties or fixed by their contract or where an existing contract contains a wage reopening clause, the date when the wage issue was actually reopened; or, in the absence of any such agreement, the date of expiration of a previous agreement governing the same bargaining unit; and (2) If there is no agreement

of any of these types, the increases shall take effect as of the date of certification by the U. S. Conciliation Service or of assumption of jurisdiction by the NWLB.

(3) If the Regional Board, Commission, etc., deem some other date appropriate, due to special circumstances, such as the relation of the particular directive to directive orders in other cases or to voluntary increases already in effect, the National Board expects the reason for its selection of this other date to be fully explained in an opinion. 10/

In the instant case, the record shows that the provisions of paragraph (1) of the Board's announced policy on retroactivity are inapplicable. Furthermore, the Lumber Commission has indicated no special circumstances for selecting July 27, 1943 as the effective date of the wage adjustments. Thus, the only applicable effective date --- that of certification -- should be employed. Accordingly, the wage adjustments in this case shall be retroactive to September 27, 1943.

OPINION BY:

DEXTER M. KEEZER

10/ War Labor Board Release B-1004-A (Oct. 19, 1944):

NATIONAL WAR LABOR BOARD
Washington, D. C.

Guide Rates

RESOLUTION [1]

(Adopted April 25, 1944)

The National War Labor Board, having considered the various problems confronting the West Coast Lumber Commission and the application of National War Labor Board policies in the West Coast Lumber Industry,

NOW THEREFORE, The National War Labor Board resolves as follows:

1. Except as otherwise provided herein, the West Coast Lumber Commission shall continue as the agent of the National War Labor Board in the same manner as provided by Directive Order dated September 17, 1942, as amended October 14, 1942, January 5, 1943, and November 10, 1943.

2. In applying the wage stabilization policies of the National War Labor Board in the West Coast Lumber Industry, the Commission shall be controlled by the following statement:

a. In accordance with Executive Order 9328 (authorizing "reasonable adjustments of wages and salaries in case of ....reclassification:) voluntary applications and disputes involving the adjustment of rates of individual job classifications in the West Coast Lumber Industry (as distinct from requests for "across the board" increases) shall be considered by the West Coast Lumber Commission from the standpoint of the internal wage structure of the particular company involved.

b. In determining whether, in a particular case, an adjustment or reclassification of an alleged intra-plant inequity shall be allowed or ordered by the Commission, the Commission shall take into account:

(1). The relationships among job classification rates in the West Coast Lumber Industry.
(2). The historical relationships among the wage rates of the jobs of the particular company involved.
(3). The nature of the work performed by the employees in the individual job classifications involved.
(4). Such other factors subordinate to the above as may be relevant to the particular case.

c. In order to facilitate the application of criterion (1) above (the relationships among job classification rates in the West Coast Lumber Industry), the Commission shall proceed with the establishment of "guide" rates for principal job classifications.

d. In establishing such "guide" rates, the Commission shall take the following factors into account:

(1). The extent to which the particular job is uniform or substantially uniform in job content throughout the Industry or within designated areas.
Where for particular jobs there are substantial variations in job content, the Commission shall attempt to break such job down into separate job classifications, to be designated A, B, C, etc.--or some other appropriate designation--depending on the extent to which differences in job content can be ascertained and described.

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[1] This is the "Guide Rate Resolution" referred to in the attached opinion.

(2). The range of rates existing in the Industry (or area, if it is contemplated that rates for separate areas are to be set) for the particular job.

The Commission shall consider the establishment of a single "guide" rate where existing rates cluster around a single rate without a wide-spread of rates and there is substantial uniformity in job content, as explained in (1) immeidately above.

Where there is a wide range of existing rates, a single "guide" rate for any particular job shall not ordinarily be set. Under such circumstances, the commission shall ascertain whether the particular job can be broken down into separate job classifications, in the light of its job content (as described in (1) above) and whether "guide rates" can be established for each of the job-classifications. If the wide range of existing rates is found to be characterized by substantial clusters around particular rates within the range, that fact shall be taken into consideration by the Commission in establishing "guide" rates for separate job sub-classifications.

With respect to those classifications for which it is not possible to establish "guide" rates according to the above procedure, the Commission shall predicated its decision as to the adjustment of the alleged intra-plant inequity on the nature of the work performed in relation to other classifications within the plant.

e. Such intra-establishment adjustments as may be authorized shall not "Increase the level of production costs appreciably or furnish the basis either to increase prices or to resist otherwise justifiable reductions in prices.

f. The principles of this memorandum shall be applied in approving wage rates for newly established job classifications.

3. More adequate staff facilities will be provided the Commission by the Board for its assistance in the application of the above policies.

4. The question of the jurisdiction of the Commission over Central California Redwood and Pine Operations is held for later determination, but cases involving these operations shall proceed to a hearing by the panel already appointed for that purpose by the National War Labor Board, with the addition of a co-chairman to be selected by the Public Members of the Tenth Regional Board.

5. The Commission shall continue to direct its enforcement activities. In order to provide the Commission with more adequate staff for this purpose, an attempt will be made to work out with the 12th Regional Board an arrangement under which assistance can be given to the Commission. The Board will then make a study of the desirability of having the Commission maintain its own enforcement unit or of having such enforcement work consolidated with that of the Regional Boards.

ADVANCE RELEASE See WB Bul, Statement to WLB July 45 ADVANCE RELEASE J4

NATIONAL WAR LABOR BOARD

DIVISION OF PUBLIC INFORMATION
PRESS RELEASE

B-1888U
Upstate Telephone

For Release in Morning Papers
Of Saturday, September 8, 1945
Radio: 7 P. M., Friday

Cleared and Released Thru
The Facilities of the
Office of War Information

The industry members of the National Telephone Commission of the National War Labor Board, in a dissenting opinion announced today, asserted that, under the limitations of the Fair Labor Standards Act, the Commission had exceeded its jurisdiction in awarding wage increases to switchboard operators employed at certain small community exchanges of the Upstate Telephone Company, servicing upstate New York.

The opinion, written by Burton W. Saunders and G. K. McCorkle, was issued in connection with a recent decision of the Commission which awarded wage increases to approximately 200 workers employed at the company's traffic, accounting and commercial departments who are represented by the Upstate Telephone Workers Union, affiliated with the National Federation of Telephone Workers, Independent.

The industry members cited an amendment to the Fair Labor Standards Act which provides that the minimum wage of 40 cents an hour established by the Act does not apply to "any switchboard operator employed in a public telephone exchange which has less than 500 stations."

The company operates 36 exchanges, of which four employ switchboard operators servicing less than 500 stations. Twelve of the exchanges have dial stations and do not have switchboard operators. Eleven counties are serviced by the company.

In a decision issued on August 1, the Commission awarded wage increases ranging from five cents an hour in the starting rates to 14 cents an hour in the maximum rates, depending on the location of the exchange and the time required to reach the maximum rates.

Prior to the Commission's directive, the time required to reach the maximum wage rates varied from 10 to 15 years. The Commission reduced the schedules so that the maximum rates could be reached in three to eight years, depending on the location of the exchange.

Under the adjusted schedules, the employees receive starting rates of 45 cents an hour and the maximum earnings for traffic department employees range from 60 to 70 cents an hour. Maximum rates for accounting department employees were set at 77 cents an hour. Industry and labor members of the Commission dissented from various parts of the new schedules.

The wage adjustments were made by the Commission in accordance with its wage stabilization policy based on Regional Board clerical brackets and consideration of appropriate Bell system differentials.

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The National Board had established the rate of 55 cents an hour as the minimum wage required to maintain a decent standard of living. The Board had recently announced that wage rates of 55 cents an hour do not require Board approval even though price ceilings may be affected.

In other parts of the directive involving the Upstate Telephone Company wages schedules, the Commission ordered night shift differentials of $1 a week for all shifts ending from 7 p.m. to 11 p.m. and $2 a week for shifts ending from 11 p.m. to 7 a.m. The company, previous to the Commission's directive, had not paid any night shift differential.

The company had agreed to accept the union's demand for time and one-half compensation for work performed after eight hours a day and 40 hours a week.

The industry members took exception from an opinion of the General Counsel of the NWLB which stated that the Fair Labor Standards Act does not limit the Board's jurisdiction in directing wage increases even though the Act makes specific exceptions to the minimum wage provision.

The dissenting opinion declared that the increases ordered by the Commission for operators at exchanges with 500 or less stations are "unlawful in that they deprive the company of exemption from wage and hour provisions of the Fair Labor Standards Act."

The Commission also violated the provisions of the War Labor Disputes Act, the industry members asserted, in that the Board is "specifically admonished against interfering with the operation of the Fair Labor Standards Act."

The dissenting opinion also said that the "revenue per customer at the small telephone exchange is less than at an exchange in a metropolitan area. At such an exchange, the company simply does not have revenue with which to pay wages that would be entirely proper in a larger community."

The Commission's directive order and the dissenting opinion are attached.

NATIONAL WAR LABOR BOARD
NATIONAL TELEPHONE COMMISSION

In the matter of:

Date of Mailing: August 1, 1945

Upstate Telephone Company
Johnstown, New York

Date of Action: July 30, 1945

and

Upstate Telephone Workers Union,
NFTW

Case No. 111-11514-D

DIRECTIVE ORDER

The National Telephone Commission acting as the duly authorized agent of the National War Labor Board in the exercise of the powers vested in it by Executive Order No. 9017 of January 12, 1942, the Executive Orders, Directives and Regulations issued under the Act of Congress of October 2, 1942, and by the War Labor Disputes Act of June 25, 1943, hereby decides the dispute between the parties and orders that the following terms and conditions of employment shall govern the relations between the parties:

I. Wages

A. Traffic Department

Wage rates for employees in the Traffic Department shall be increased in accordance with the following schedules:

Schedule I

Canajoharie - Gloversville - Johnstown

Months	Rate
0 - 3	$.45 per hour
4 - 6	.47½
7 - 12	.50
13 - 24	.52½
25 - 36	.55
37 - 48	.57½
49 - 60	.60
61 - 72	.62½
73 - 84	.65
85 - 96	.67½
97 and over	.70

Schedule II

Adams - Boonville - Chestertown - Lowville - Old Forge - Pulaski

0 - 3	$.45
4 - 6	.47½
7 - 12	.50
13 - 24	.52½
25 - 36	.55
37 - 48	.57½
49 and over	.60

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Schedule III

Northville

Months	Rate
0 - 3	$.45 per hour
4 - 6	.47½
7 - 12	.50
13 - 24	.52½
25 - 36	.55
37 - 48	.57½
49 - 60	.60
61 and over	.62

Schedule IV

Luzerne - North Creek

0 - 3	$.45
4 - 6	.47½
7 - 12	.50
13 - 24	.52½
25 - 36	.55
37 and over	.56

B. Accounting Department

The wage rates for employees in the Accounting Department shall be increased in accordance with the following schedule:

Months	Rate
0 - 3	$.45
4 - 6	.47½
7 - 12	.50
13 - 24	.52½
25 - 36	.55
37 - 48	.58
49 - 60	.61
61 - 72	.64
73 - 84	.68
85 - 96	.72
97 and over	.77

C. For purposes of transition from present schedules to the schedules ordered herein, each employee shall be deemed, as of the retroactive date of this order, to have that total length of service within his group which would be required for him to have progressed from the starting rate to his present rate on his present schedule, plus the length of service of the employee on his present rate. Each employee shall receive that amount of increase over his present rate to which his length of service (determined as above) on the schedules herein ordered entitled him, and the employees shall be placed on the new schedules at their increased rates.

II. Night Shift Differential

The Company shall put into effect the following schedule of night shift differentials:

$1.00 per week for all shifts ending from 7 p.m. to 11 p.m.
2.00 per week for all shifts ending from 11 p. m. to 7 a.m.

III. Compensation for Additional Work Loads

A. The Union's request for compensation for work done beyond the normal work load is hereby denied.

B. The Union's request for oral hearing with respect to this issue is denied on the ground that it is contrary to National War Labor Board policy to order any incentive plan.

IV. Overtime Pay

All hours worked in excess of 8 per day and 40 per week shall be compensated at the rate of time and one-half the employee's regular straight-time hourly wage rate.

V. Retroactivity

The wage adjustments ordered herein shall be retroactive to October 16, 1944.

The procedure to be followed in making the retroactive payment to those employees who have either quit or been discharged shall be in accordance with the annexed copy of the Board's Resolution of April 2, 1943.

VI. Union Security

(a) All employees who, on August 18, 1945, are members of the Union in good standing in accordance with its constitution and by-laws, and all employees who become members after that date, shall, as a condition of employment, maintain their membership in the Union in good standing for the duration of the collective agreement in which this provision is incorporated, or until further order of the Board.

The Union shall, immediately, after the aforesaid date, furnish the National Telephone Commission with a notarized list of its members in good standing as of that date.

The Union, its officers and members shall not intimidate or coerce employees into joining the Union or continuing their membership therein.

(b) If a dispute arises as to whether an employee (1) was a member of the Union on the date specified above or (2) was intimidated or coerced during the fifteen-day "escape period" into joining the Union or continuing his membership therein, such dispute may be submitted for determination by an arbitrator to be appointed by the National War Labor Board. The decision of the arbitrator shall be final and binding upon the parties.

(c) If a dispute arises as to whether an employee (1) has failed to maintain his membership in the Union in good standing after the aforesaid date, or (2) was intimidated or coerced into joining the Union after the aforesaid date, such dispute may be submitted for determination by an arbitrator to be selected in the manner provided by the contract of the parties, or if no such provision exists, to be selected by special agreement. In the absence of such a contract provision or special agreement, the arbitrator will be selected by the National War Labor Board, on due application. The decision of the arbitrator shall be final and binding upon the parties.

Any party desiring to post or otherwise publish an official explanation by the National War Labor Board of the foregoing maintenance of membership may use the attached form of notice. A statement of the procedure to be followed in administering the maintenance of membership provision, in the absence of some other procedure agreed to by the parties, is also attached.

VII. Arbitration

If a difference arises between the Union and the Company with respect to a question of interpretation or application of the terms of their collective bargaining agreement, which cannot be resolved through negotiations by the parties under their grievance machinery, the matter shall be submitted to arbitration at the request of either party. If the parties do not agree upon an arbitrator within five days after a request for his appointment, either party may request the National War Labor Board to appoint the arbitrator. The arbitrator's expense shall be shared equally by the parties and his decision shall be final and binding upon both parties. The arbitrator shall have no authority to change, add to, or subtract from the contract.

VIII. Status of Married Women

No employee shall be discriminated against by the Company with respect to benefits, terms or conditions of employment because of her marital status.

The foregoing terms and conditions shall be incorporated in a signed agreement reciting the intention of the parties to have their relations governed thereby, as ordered by the National War Labor Board.

This order shall stand confirmed as the order of the National War Labor Board and, unless otherwise directed by the National War Labor Board, shall take effect 15 days from the date hereof unless in the meantime a petition for review is filed with the National War Labor Board, in which event this order shall be suspended until disposition of the petition for review unless the National War Labor Board otherwise directs or has otherwise directed or the parties otherwise agree.

Nothing in this order is intended to prevent the parties from agreeing upon the date when the order or any part thereof shall take effect, and, in the event a petition is filed with the National War Labor Board seeking review of portions of this order, either party may request the National Telephone Commission to make the remaining portions of the order immediately effective.

Representing Labor:
(Dissenting from starting rate ordered for Schedule I and the top rate ordered for Schedule IV; Paragraph II and Paragraph III):

William M. Dunn
John L. Crull

Representing Industry:
(Dissenting on all wage rates with the exception of the starting rate ordered for Schedule I and the top rate ordered for Schedule IV; Paragraph IV and Paragraph VI):

Burton W. Saunders
Graham K. McCorkle

Representing the Public:

Pearce Davis
Henry J. Meyer

(SEAL)

NATIONAL TELEPHONE COMMISSION

In the matter of
Upstate Telephone Corporation
of New York
and
Upstate Telephone Workers
Union, Affiliated with the
National Federation of Telephone
Workers -

August 30, 1945

Case No. 111-11514-D

DISSENTING OPINION OF INDUSTRY MEMBERS

Prior to taking final action on the disputes with respect to wages and overtime pay for switchboard operators employed in the Company's exchanges serving less than 500 stations each, the National Telephone Commission, through its Chairman, Pearce Davis, requested an opinion of the General Counsel of the National War Labor Board as to the authority of the National Telephone Commission to order increases in wages of switchboard operators in such exchanges.

In his memorandum to the General Counsel, Chairman Davis indicated that certain Industry members of the National Telephone Commission had raised the question whether in view of the provision of the Fair Labor Standards Act exempting from the coverage of that Act telephone exchanges of less than 500 stations, the National Telephone Commission would have the authority to order any increase in the wages of switchboard operators employed by such exchanges, (a) where such exchange wages are now below $.40 per hour and (b) where such wages are now above $.40 per hour.

The General Counsel, in a memorandum dated July 13, 1945, stated it was his opinion that the National Telephone Commission has authority to order such increases. The three paragraphs immediately following are excerpts from the General Counsel's opinion with respect to Mr. Davis' first question:

> "Your memorandum indicates that it is the view of certain members of the Telephone Commission that the Board's obligation to conform to, or take no action inconsistent with, the Fair Labor Standards Act precludes the Board taking any action whatsoever to correct substandard rates for employees who, as in the present case, are exempt from the Fair Labor Standards Act. If this view were accepted, the Board would be deprived of jurisdiction over substandard wage adjustments in a substantial segment of American industry. Section 13 of the Fair Labor Standards Act, in addition to the exemption for switchboard operators quoted above, contains numerous other exemptions, which cover many occupations and industries heretofore considered to be subject to the jurisdiction of the Board."
>
> "Many of the activities which would thus be exempted from the Board's jurisdiction have a clear and indisputable relation to the war effort. The legislative history and the provisions of the War Labor Disputes Act show that it was the motivating purpose of Congress in passing Section 7 of that Act to strengthen the Board's power to deal with any labor disputes which might interfere substantially with the war effort. In view of this, any interpretation of the War Labor Disputes Act which would, as in the present case, drastically curtail the disputes jurisdiction of the Board would need to be

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supported by clear and compelling evidence that Congress intended such curtailment."

"The provision in the Disputes Act requiring conformity with the FLSA and with the Act of October 2, 1942, is not, in our opinion, sufficiently clear evidence of such an intention. There is, on the contrary, every indication that Congress did not intend this requirement as a limitation on the Board's jurisdiction but only as a limitation on the substantive action which the Board might take on the merits of a dispute before it."

The following is an excerpt from the General Counsel's opinion with respect to Chairman Davis's second question:

"The other question raised by your memorandum is whether, in correcting substandard rates of the switchboard operators mentioned above, the Commission may order such rates increased above $.40 per hour. Presumably, certain Commission members feel that since the Fair Labor Standards Act does not provide for minimum rates above $.40 an hour, the Board under its duty to comply with the Act, as defined in the Disputes and Stabilization Acts, is prevented from ordering adjustments above $.40 an hour to correct substandards. As already stated, the Board, under the Disputes Act, is required to conform with the substantive provisions of the Fair Labor Standards Act including the minimum standards of wages and hours prescribed therein. However, this does not mean, in our opinion, that the Board is precluded from prescribing wage rates more liberal than the standards prescribed by the Act, but only that the Board is prevented from ordering wages which the Fair Labor Standards Act declares to be unlawful. This view is supported by the text and legislative history of the Fair Labor Standards Act, from which it is clear that Congress in adopting that Act did not conceive that it was establishing a legislative dividing line between wages which are substandard and those which are not substandard. The report of the Senate Committee on the Bill which subsequently became the Fair Labor Standards Act indicated that even the highest rates established by that Act were not considered by Congress to be sufficient to insure "the minimum desirable standard of living.' That Congress recognized that there was room for further Governmental action in this area is further evident from Section 18 of the Act, which reads:

'No provision of this Act or any order thereunder shall excuse non-compliance with any Federal or State law or municipal ordnance establishing a minimum wage higher than the minimum wage established under this Act . . . "

The decision of the National Telephone Commission to assume jurisdiction with respect to wages paid switchboard operators in exchanges serving less than 500 stations was based upon the opinion of the General Counsel and a majority of the members of the National Telephone Commission were of the opinion that the question of overtime pay to switchboard operators in such exchanges is a related question and therefore jurisdiction of this subject was assumed.

The undersigned are convinced that the National Telephone Commission has exceeded its authority and respectfully dissent from the majority decision.

The mere fact that the National War Labor Board would be deprived of jurisdiction over a segment of American industry if excluded from jurisdiction with respect to switchboard operators employed in telephone exchanges serving less than 500 stations does not give the Board the right to overrule the intention of Congress. It is believed, therefore, that the wage rates and ovetime payments ordered by the National Telephone Commission for such exchanges are unlawful in that they deprive the Company of exemption from the wage and hour provisions of the Fair Labor Standards Act, an exemption given through the considered judgment of Congress by means of an amendment to the Act.

The Fair Labor Standards Act exempts switchboard operators in exchanges serving less than 500 stations by the following terms:

> "Section 13 (a) The provisions of sections 6 and 7 shall not apply with respect to -- ... (11) any switchboard operators employed in a public telephone exchange which has less than 500 stations."

Section 6 of said Act is that which specified minimum wages. Section 7 specified maximum hours.

By executive Order No. 9250 and by the War Labor Disputes Act, the National War Labor Board is specifically admonished against interference with the operation of the Fair Labor Standards Act. Executive Order No. 9250 provides:

> "Title 6, para. 1. Nothing in this Order shall be construed as affecting the present operation of the Fair Labor Standards Act, the National Labor Relations Act, the Walsh-Healey Act, the Davis-Bacon Act, or the adjustment procedure of the Railway Labor Act."

The War Labor Disputes Act provides that in making any such decision the Board shall "conform to the provisions of the Fair Labor Standards Act of 1938, as amended." Section 7 (a) (2).

The decision of the National Telephone Commission does not "conform to the provisions of the Fair Labor Standards Act of 1938, as amended." The Fair Labor Standards Act as originally enacted by Congress did not contain this exemption. This exemption was effected by an amendment by act of Congress August 9, 1939. It is the only amendment to that act which Congress in its wisdom has so far seen fit to adopt. The Congressional Committee report stated that the purpose of the amendment was to exempt from both the minimum wage and maximum hour standards of the Act, any switchboard operator employed at a telephone exchange which has less than 500 stations. It is further stated that this exemption for the operators of some small telephone exchanges is necessary to insure uninterrupted telephone communication service for the farmers and the small rural community. It further stated that small telephone companies on the whole are financially unable to comply with the wage provisions of the Act, and that the sporadic character of the demand for services makes the application of the hour's provision of the Act impracticable. H. R. Report No. 1448, 76th Congress, 1st session, August 3, 1939.

The effect of the provision in the directive order involved in the instant proceeding is to nullify absolutely the exemption in the Fair Labor Standards Act. Hence, the decision herein violates the provisions of the War Labor Disputes Act. The National Telephone Commission has, therefore, exceeded its jurisdiction.

While the directive order in this case is applicable only to the Company immediately involved, it may be assumed that the principal laid down will find application in other cases that may yet come before the Commission. Thus, other companies in the same industry will be affected.

It may be pertinent to recall here that the Upstate Telephone Corporation of New York is a so-called Independent company. "Independent" is the name ordinarily applied to a company which is not part of the American Telephone and Telegraph Company system. In the United States, there are several thousand Independent companies. They operate mainly in the small towns and in the rural areas. It was undoubtedly the peculiar economic conditions surrounding small town telephone operations which induced Congress to grant, in the Fair Labor Standards Act, the relief which exempts switchboard operators at exchanges having less than 500 stations from the wage and hour provisions of that Act.

It is a matter of which this Commission has the right to take judicial notice that conditions surrounding the carrying on of any business in a small town may well differ from those surrounding the same business in a large city. In a small community, for example, that can support a telephone exchange of only 200 or 300 or 400 customers, it is expected that living costs will be considerably less than those in metropolitan centers. This must be apparent when it is considered that in a community of such a size, people ordinarily walk to work; that vegetables and other food stuffs are frequently grown in the back yard or are available from local producers without being loaded down with costs incident to passing through intermediate hands; and that entertainments such as the movies cost less. In such a community, rents too are lower.

Likewise, it is appropriate to refer to the fact that the revenue per customer at the small telephone exchange is less than at an exchange in a metropolitan area. At such an exchange, the Company simply does not have the revenue with which to pay wages that would be entirely proper in a larger community.

These circumstances must have been the ones Congress had in mind when the House Committee which reported the exemption written into the Fair Labor Standards Act said:

> "Small telephone companies, on the whole, are financially unable to comply with the wage provisions of the Act."

Administrative bodies familiar with the Independent Telephone companies have given evidence of their recognition of the different economic conditions affecting their operations.

On April 9, 1940, in the matter of the application of the United States Independent Telephone Association, et. al., for the establishment of learners' rates for switchboard operators under Section 6 of the Fair Labor Standards Act of 1938, an order was entered which applied only to the Independent group and not to the Bell system, as follows:

> "Definition
>
> "1. The Independent branch of the telephone industry as referred to herein includes only those companies which are engaged in the commercial operation of telephone exchanges and which are not owned or controlled by the American Telephone and Telegraph Company (Bell System) or its subsidiaries."
>
> "Issue of Special Learners' Certificates
>
> "4. Special learners' certificates shall be issued in the Independent Branch of the Telephone Industry upon approval by the Hearings Branch of the Wage and Hour Division of applications submitted on forms which will be furnished on request. Separate applications shall be submitted for separate exchanges."

These learner regulations were ammeded and liberalized in certain respects in a revision of June 26, 1944, as appears from the Federal Register of June 28, 1944.

It has been pointed out above that the Congress and administrative agencies have given recognition to the economic conditions under which small telephone exchanges are operated. It seems too that the intention of Congress in exempting small telephone exchanges from the wage and hour provisions of the Fair Labor Standards Act is quite clear, but it appears that the majority decision of the National Telephone Commission, in effect, is placing Congress on notice that it was wrong to provide such exemptions. To their decision, the Industry members must dissent.

/s/ Burton W. Saunders
Substitute Industry Member

/s/ G. K. McCorkle
Substitute Industry Member

Bagwell

Did you see this?

CARTER CARBURETOR CORPORATION

In re Carter Carburetor Corporation [St. Louis, Mo.] and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, Local 819 (CIO), Case No. 111-14734-D, Aug. 1, 1945. (Regional Board VII--Kansas City)

--Modification of sick leave plan to eliminate sex differential

Although the Board will not, except under unusual circumstances, order the inauguration or extension of a sick leave plan, it will make changes in the details of existing plans to eliminate inequitable features. In this case, the change ordered is elimination of a 50-cent differential based solely on sex in the amounts paid to employees on sick leave, the men being treated more liberally than women. The union's request for elimination of length of service as one of the bases for variations in the amounts paid is denied, however, since length of service is in many instances a limitation on employee benefits.

The Board found no justification either in custom or in practice for the sex differential in the sick leave plan. It noted that a parallel to its modification of the plan on the ground of correction of inequities existed in the fact that the National Board, although refusing to order the establishment of incentive plans, had ordered their modification (Cramp Shipbuilding Co., 8 WHR 397).

WLB to Handle Fewer Cases

By United Press

WASHINGTON, Aug. 29.—Secretary of Labor Schwellenbach and Chairman Taylor of the War Labor Board have announced jointly that they've agreed to a temporary program for handling reconversion labor disputes, but they appeared in conflict over some details.

He contended that President Truman's new stabilization order is a mandate to certify to the WLB cases in which, in his opinion, the dispute "might interrupt work contributing to the production of military supplies or interfere with effective transition to a peacetime economy."

WLB proposed that in all new disputes the Labor Dept. Conciliation Service should:

Consult with the parties as to the expanded scope of collective bargaining under the liberalized wage policy.

¶ Urge that the parties refer to private arbitration any issues which they cannot settle.

¶ Certify to the WLB only after the parties "agree to submit it to the WLB for final and binding determination."

Schwellenbach refused to accept that last point.

However, Schwellenbach and Taylor said in a statement compromising their differences that, where the Conciliation Service obtains an agreement from the parties to submit to WLB final and binding determination, the Board will automatically accept certification of new disputes.

They said that, where no such agreement is obtained and the case is certified, the Board will work out a precedure on a case-to-case basis adapted to settlement of each particular dispute.

The WLB said it will handle its 3000 pending disputes under the policy announced last week. This policy urges the parties to attempt to settle their disputes by continued collective bargaining.

Wage and Price Questions, Answers

Judge Collet Issues Explanations of President's Plans

Judge John C. Collet, stabilization administrator, yesterday issued the following rulings and explanations in connection with the wage-price policy announced by the President:

QUESTIONS AND ANSWERS ON WAGE-PRICE POLICY

1. Do employers now have to get Government approval before increasing wages?

No. Employers are free to increase wages without Government approval. This was a basic change in Government wage policy made by President Truman when he issued Executive Order No. 9599 on August 18, 1945. Before that date wage increases as a rule were not lawful unless they had been approved by the wage stabilization agencies of the Government.

There are two exceptions to the general rule that wage increases do not require Government approval. In the building and construction industry, wartime wage controls have been extended until November 18, 1945. Wage controls established by the Department of Agriculture with respect to agricultural labor continue in effect.

2. May unapproved wage increases be used as a basis for an increase in price ceilings?

No. The executive order provides that a wage increase may not be used in whole or in part as a basis for seeking an increase in price ceilings, or for resisting otherwise justifiable reductions in price ceilings, or for increasing costs to the United States, unless it has been approved by the Government's wage stabilization agencies. These are, first, the National War Labor Board or other designated agency, and, second, the Stabilization Administrator. To be approved by these agencies, wage increases must meet certain prescribed standards.

3. The Government's wage stabilization agencies will approve for pricing purposes wage increases falling into certain defined classes. Does this mean that all other wage increases are disapproved by the Government?

By no means. The wage stabilization agencies concern themselves only with wage increases which management desires to use as a basis for price increases, or for resisting price decreases or increasing costs to the United States. "Approval" of a wage increase, therefore, simply means that it may be used for one of these purposes and withholding of approval that it may not. Except in this sense (and with the exceptions noted in the answer to Question 1), the Government no longer formally approves or disapproves any wage increases.

4. Does the fact that a particular wage increase falls into a class that will be approved by the Government's wage stabilization agencies mean that wage increases of this type will be directed by the Government?

No. Just as the Government no longer prohibits wage increases in excess of certain standards so it no longer directs them. Wage increases are to be granted by employers or agreed to as the result of collective bargaining, conciliation or arbitration. The standards for approvable wage increases merely determine when increases arrived at in these ways may be used for pricing purposes.

5. When an employer agrees to a wage increase and puts it into effect without securing approval of its use for pricing purposes, may he seek such approval afterward?

Yes. By putting a wage increase into effect, an employer waives the right to use it as a basis for an increase in price ceilings (or for the other purposes stated in the executive order) unless and

Nurse and Doctor Held in Patient's Death

Associated Press **WIREPHOTO**

CHARGED WITH MANSLAUGHTER—June E. Coleman, a nurse, and Dr. Edward Albarian of the Los Angeles General Hospital staff, yesterday were ordered held for trial on manslaughter charges in the death of 14-year-old Pauline Estrada. In the preliminary hearing, the court held they "failed to exercise due care and caution" in the alleged administration of a too-powerful saline solution while preparing the girl for an operation

sentative or unreliable. A similar rule will be followed in those cases in which ceiling prices are fixed or adjusted on an individual-firm basis.

7. Is an employer who has in effect an unapproved wage increase barred from receiving any ceiling price relief at all until the expiration of a reasonable test period after allowance of the wage increase?

No. If the employer sustains other cost increases, such as an increase in materials prices, these may, of course, be taken into account for pricing purposes. In determining what, if any, increase in price ceiling is required because of such factors, before the expiration of a reasonable test period, the increase in costs attributable to the wage increase will be disregarded. In such a case, the amount of the increase in costs attributed to the wage increase will be taken to be equal to the amount of the increase in payroll resulting from the wage increase, unless it is shown to be less than that.

8. When the wage stabilization agencies approve a wage increase, in whole or in part, does that mean that the employer will then be permitted to increase his prices by the same amount that he has increased his wages?

No. OPA, in passing on an application for a price increase, will take the approved wage increase into account as an element of costs. The wage stabilization agencies, however, will not have passed on the question whether, taking the wage increase into account, a price increase is required. That question will be decided by OPA, applying the appropriate pricing standards. In deciding this question, OPA will ordinarily act on the basis of estimates as to the effect of the wage increase.

9. What are the classes of wage increases which the wage stabilization agencies will approve for pricing purposes?

President Truman has announced that approval for pricing purposes will be given to three new classes of wage increases. These are:

First: Increases where the percentage increase in average straight time hourly earnings in the appro-

The cost of living in the Nation as a whole has increased approximately 30 per cent since January, 1941. If the average straight-time hourly earning of employes in the appropriate unit have increased by less than 30 per cent since Jaunary, 1941, this standard will permit the removal of price obstacles to a wage increase sufficient to make up the difference.

Straight-time hourly earnings in the majority of industries are currently more than 30 per cent above their January, 1941 levels. This standard, therefore, is needed to facilitate wage increases only in the minority of plants and industries in which wages have lagged behind the cost of living.

12. What will be the practical effect of the second of the above standards?

Wartime dislocations and changes in conditions growing out of the war have resulted in various distortions in wage relationships as between different plants. This standard will assure that price ceilings do not stand in the way of the restoration or establishment of appropriate wage relationships in these interplant situations. It will permit greater flexibility in the correction of distorted wage relationships than was possible under the rigid requirements of wartime wage standards as applied in the so-called "bracket system." Since wage increases under this standard will be unlikely to have a material effect on commodity price levels.

13. What will be the practical effect of the third of the above standards?

Continuous studies are being made of the problems of reconversion industries, in consultation with industry, labor and other Government agencies. Whenever it is determined that existing wages in a particular industry are inadequate to recruit needed manpower and this inadequacy is causing a bottleneck which is retarding reconversion, the Stabilization Administrator will so announce. It is expected that few industries will be found to fall in this category.

14. When a wage increase might be approved under two or more standards, will the amounts approvable under each standard be

of the 6-cent increase.

16. Will the National War Labor Board or other designated wage agency approve a wage increase whenever it finds that it falls within one of the standards for approvable wage increases above described?

Not invariably. A particular wage increase must first be found by the board or other agency to be necessary to correct a maladjustment or inequity which would interfere with the effective transition to a peacetime economy. Usually this finding can and will be made. In such case the further approval of the stabilization administrator will have been given in advance. Cases may arise, however, in which, on the particular facts presented, a finding by the board or other agency that a maladjustment or inequity exists would be inappropriate and will not be made.

17. What procedure should be followed by an employer who wishes to obtain approval of a wage increase which he has put into effect or agreed to put into effect?

He should follow the procedures now in existence for obtaining approval from the appropriate wage stabilization agency. For example, application for approval of a wage increase in a case now falling within the jurisdiction of the War Labor Board should be filed with the nearest local office of the wage and hour division of the Department of Labor on a form supplied by that office (Form 10, pending preparation of a new form). That office will transmit the application to the appropriate office of the War Labor Board.

The War Labor Board or other appropriate wage stabilization agency will be authorized to give final approval to applications, in whole or in part, if it finds that the wage increase involved is within one of the standards described above or any other standard to which advance approval has been given by the stabilization administrator.

The wage stabilization agency will not follow the former practice of referring applications to the Office of Price Administration for an advance opinion as to whether a

Associated Press WIREPHOTO

CHARGED WITH MANSLAUGHTER—June E. Coleman, a nurse, and Dr. Edward Albarian of the Los Angeles General Hospital staff, yesterday were ordered held for trial on manslaughter charges in the death of 14-year-old Pauline Estrada. In the preliminary hearing, the court held they "failed to exercise due care and caution" in the alleged administration of a too-powerful saline solution while preparing the girl for an operation

There are two exceptions to the general rule that wage increases do not require Government approval. In the building and construction industry, wartime wage controls have been extended until November 18, 1945. Wage controls established by the Department of Agriculture with respect to agricultural labor continue in effect.

2. May unapproved wage increases be used as a basis for an increase in price ceilings?

No. The executive order provides that a wage increase may not be used in whole or in part as a basis for seeking an increase in price ceilings, or for resisting otherwise justifiable reductions in price ceilings, or for increasing costs to the United States, unless it has been approved by the Government's wage stabilization agencies. These are, first, the National War Labor Board or other designated agency, and, second, the Stabilization Administrator. To be approved by these agencies, wage increases must meet certain prescribed standards.

3. The Government's wage stabilization agencies will approve for pricing purposes wage increases falling into certain defined classes. Does this mean that all other wage increases are disapproved by the Government?

By no means. The wage stabilization agencies concern themselves only with wage increases which management desires to use as a basis for price increases, or for resisting price decreases or increasing costs to the United States. "Approval" of a wage increase, therefore, simply means that it may be used for one of these purposes and withholding of approval that it may not. Except in this sense (and with the exceptions noted in the answer to Question 1), the Government no longer formally approves or disapproves any wage increases.

4. Does the fact that a particular wage increase falls into a class that will be approved by the Government's wage stabilization agencies mean that wage increases of this type will be directed by the Government?

No. Just as the Government no longer prohibits wage increases in excess of certain standards so it no longer directs them. Wage increases are to be granted by employers or agreed to as the result of collective bargaining, conciliation or arbitration. The standards for approvable wage increases merely determine when increases arrived at in these ways may be used for pricing purposes.

5. When an employer agrees to a wage increase and puts it into effect without securing approval of its use for pricing purposes, may he seek such approval afterward?

Yes. By putting a wage increase into effect, an employer waives the right to use it as a basis for an increase in price ceilings (or for the other purposes stated in the executive order) unless and until it has been approved by the wage stabilization agencies. But he does not waive the right to seek such approval. Approval will be given or withheld on the same basis as if the employer had made his application before putting the wage increase into effect.

6. Does an employer's failure to seek or obtain approval of a wage increase mean that he waives indefinitely any right to have it considered for pricing purposes?

No. The purpose of the executive order is to encourage voluntary settlements of wage questions. An employer's reasonable expectation that he will be able to absorb a wage increase may be disappointed by unfavorable developments. If this happens he will not be penalized because he was willing to take chances in an effort to settle his wage controversies.

If, after a reasonable test period—six months after the wage increase was made, save in exceptional circumstances—it is shown that an industry will be unable to absorb the increase, the Office of Price Administration will take the increases. A test period longer than increase into account in applying its standards governing price six months will not be required unless the industry's experience within that period is clearly unrepresentative or unreliable. A similar rule will be followed in those cases in which ceiling prices are fixed or adjusted on an individual-firm basis.

7. Is an employer who has in effect an unapproved wage increase barred from receiving any ceiling price relief at all until the expiration of a reasonable test period after allowance of the wage increase?

No. If the employer sustains other cost increases, such as an increase in materials prices, these may, of course, be taken into account for pricing purposes. In determining what, if any, increase in price ceiling is required because of such factors, before the expiration of a reasonable test period, the increase in costs attributable to the wage increase will be disregarded. In such a case, the amount of the increase in costs attributed to the wage increase will be taken to be equal to the amount of the increase in payroll resulting from the wage increase, unless it is shown to be less than that.

8. When the wage stabilization agencies approve a wage increase, in whole or in part, does that mean that the employer will then be permitted to increase his prices by the same amount that he has increased his wages?

No. OPA, in passing on an application for a price increase, will take the approved wage increase into account as an element of costs. The wage stabilization agencies, however, will not have passed on the question whether, taking the wage increase into account, a price increase is required. That question will be decided by OPA, applying the appropriate pricing standards. In deciding this question, OPA will ordinarily act on the basis of estimates as to the effect of the wage increase.

9. What are the classes of wage increases which the wage stabilization agencies will approve for pricing purposes?

President Truman has announced that approval for pricing purposes will be given to three new classes of wage increases. These are:

First: Increases where the percentage increase in average straight time hourly earnings in the appropriate unit since January, 1941, has not equaled the percentage increase in the cost of living between January, 1941, and September, 1945.

Second: Increases necessary to correct inequities in wage rates among plants in the same industry or locality, with due regard to normal competitive relationships.

Third: Increases necessary to insure full production in an industry, designated by the Stabilization Administrator, which is essential to reconversion and in which existing wage rates are inadequate to the recruitment of needed manpower.

In addition, approval will continue to be given wage increases which satisfy the wage standards in effect before August 18, 1945.

10. Is the present list of classes of approvable wage increases a final and inflexible one?

No. Other classes will be added by the Stabilization Administrator if experience shows the need for them. In determining whether additional classes of wage increases should be approved, however, the Stabilization Administrator will continue to be guided by the overriding necessity of maintaining the stability of the economy.

11. What will be the practical effect of the first of the above standards?

The cost of living in the Nation as a whole has increased approximately 30 per cent since January, 1941. If the average straight-time hourly earning of employes in the appropriate unit have increased by less than 30 per cent since Jaunary, 1941, this standard will permit the removal of price obstacles to a wage increase sufficient to make up the difference.

Straight-time hourly earnings in the majority of industries are currently more than 30 per cent above their January, 1941 levels. This standard, therefore, is needed to facilitate wage increases only in the minority of plants and industries in which wages have lagged behind the cost of living.

12. What will be the practical effect of the second of the above standards?

Wartime dislocations and changes in conditions growing out of the war have resulted in various distortions in wage relationships as between different plants. This standard will assure that price ceilings do not stand in the way of the restoration or establishment of appropriate wage relationships in these interplant situations. It will permit greater flexibility in the correction of distorted wage relationships than was possible under the rigid requirements of wartime wage standards as applied in the so-called "bracket system." Since wage increases under this standard will be unlikely to have a material effect on commodity price levels.

13. What will be the practical effect of the third of the above standards?

Continuous studies are being made of the problems of reconversion industries, in consultation with industry, labor and other Government agencies. Whenever it is determined that existing wages in a particular industry are inadequate to recruit needed manpower and this inadequacy is causing a bottleneck which is retarding reconversion, the Stabilization Administrator will so announce. It is expected that few industries will be found to fall in this category.

14. When a wage increase might be approved under two or more standards, will the amounts approvable under each standard be added together and approval given to a wage increase equal to their sum?

No. The correction of an inequity requiring a larger wage increase will result in the correction also of any other inequity requiring a lesser increase.

15. Suppose that a wage rate increase of 6 cents an hour would be approvable, if it stood alone, and an employer grants a total increase of 16 cents an hour. May he still secure approval of an increase of 6 cents?

Yes. The 10-cent increase, in other words, will not be treated as removing the basis for approval of the 6-cent increase.

16. Will the National War Labor Board or other designated wage agency approve a wage increase whenever it finds that it falls within one of the standards for approvable wage increases above described?

Not invariably. A particular wage increase must first be found by the board or other agency to be necessary to correct a maladjustment or inequity which would interfere with the effective transition to a peacetime economy. Usually this finding can and will be made. In such case the further approval of the stabilization administrator will have been given in advance. Cases may arise, however, in which, on the particular facts presented, a finding by the board or other agency that a maladjustment or inequity exists would be inappropriate and will not be made.

17. What procedure should be followed by an employer who wishes to obtain approval of a wage increase which he has put into effect or agreed to put into effect?

He should follow the procedures now in existence for obtaining approval from the appropriate wage stabilization agency. For example, application for approval of a wage increase in a case now falling within the jurisdiction of the War Labor Board should be filed with the nearest local office of the wage and hour division of the Department of Labor on a form supplied by that office (Form 10, pending preparation of a new form). That office will transmit the application to the appropriate office of the War Labor Board.

The War Labor Board or other appropriate wage stabilization agency will be authorized to give final approval to applications, in whole or in part, if it finds that the wage increase involved is within one of the standards described above or any other standard to which advance approval has been given by the stabilization administrator.

The wage stabilization agency will not follow the former practice of referring applications to the Office of Price Administration for an advance opinion as to whether a price increase will in fact be required. The price question will be considered only if the wage increase is approved.

WAGES + HOURS DECISIONS - 1946

NATIONAL WAGE STABILIZATION BOARD
Division of Public Information

FOR IMMEDIATE RELEASE
Thursday, October 10, 1946

NWSB - 102
(Statement of Chairman)

Chairman W. Willard Wirtz of the National Wage Stabilization Board issued today the following statement in regard to the resignation of the Board's Industry Members and the present operations of the agency:

October 10, 1946

1. The Board has received, with regret, advice of the resignation, effective today, of the Industry members, A. Colman Barrett and Earl N. Cannon.

Resignations have also been received from some of the industry members on two of the Regional Boards. The industry members of the other Regional Boards have not resigned and most of them have indicated that they have no present intention to do so.

2. The resignations do not in any way suspend, modify or affect the provisions of the Stabilization Act, the Executive Orders or the Regulations relating to wage stabilization and the jurisdiction and functions of the Board. The Board is continuing to receive applications for approval of wage adjustments as heretofore.

3. All staff operations of the Board are continuing without change. Regional Board meetings scheduled for today and tomorrow have been postponed, however, until next week.

4. The Board has under consideration the matter of any changes in personnel, organization or operation which may be required by the Industry Members' resignation. Representatives of the Board have discussed this matter with the office of Economic Stabilization. No determination has been made with respect to this matter.

NATIONAL WAGE STABILIZATION BOARD
Division of Public Information

For Release in Morning Papers of
Saturday, October 12, 1946

NWSB - 104
(Federal Construction Rates)

An amendment to the rules of the Wage Adjustment Board, which administers wage stabilization controls in the building and construction industry, permitting employers engaged in Federal construction work to pay area-wage rates without the necessity of filing an application for approval, was announced today by the National Wage Stabilization Board.

Under previous regulations of the Wage Adjustment Board, area rates as established by the Board could be paid without specific approval only by employers on non-Federal construction jobs and contractors engaged on Federal Public Housing Authority Veterans' Temporary Housing Projects. Employers performing Federal construction work who paid rates prescribed by the Davis-Bacon Act were not permitted to adjust to the area-wide rates without specific approval of the Board.

The amendment, which appeared in today's edition of the Federal Register, was adopted to expedite handling of building and construction cases by the Wage Adjustment Board.

Meantime, area rates for the States of California, Florida, Rhode Island and Washington also were published in today's Federal Register in continuation of the joint NWSB-WAB program to compile and publish all area rates for the guidance of employers and to assist in stabilizing wage levels in the industry. The publication brings to 14 the number of States for which area rates are now available.

(Text of the amendment to the regulations is on reversed side)

TITLE 29 - LABOR

CHAPTER VI - NATIONAL WAGE STABILIZATION BOARD

PART 806 - WAGE ADJUSTMENT BOARD REGULATIONS GOVERNING WAGE CONTROLS IN BUILDING AND CONSTRUCTION INDUSTRY

The National Wage Stabilization Board has amended the first sentence of paragraph (b) of section 806.5 (11 F.R. 8671) by inserting the words "Federal or" before the term "non-Federal" to read as follows:

"Section 806.5 Wage and Salary payments which are pre-approved -

(a) . . . . . .

(b) Area rates. An employer engaged in the performance of any Federal or non-Federal project may, without further approval, pay any mechanic or laborer working on such project the applicable area rate, as defined in this paragraph . . . ."

s/ B.M. JOFFE
B. M. Joffe
Executive Director

(806.1 to 806.10, inclusive, issued under 56 Stat. 765, 15 U.S.C. 961-971; E.O. 9250, 7 F.R. 7871; E.O. 9381; 8 F.R. 13083; E.O. 9672, 11 F.R. 221; E.O. 9697, 11 F.R. 1691; Reg. Dir. of Ec. Stab. dated March 8, 1946, 11 F.R. 2517; G.O. 13 of the NWSB, 8 F.R. 14039; Organization and Jurisdiction of the NWSB, 11 F.R. 5820.)

(NWSB 47-777)

NATIONAL WAGE STABILIZATION BOARD
Division of Public Information

For Immediate Release
Thursday, July 25, 1946

NWSB - 78
(Enforcement)

The National Wage Stabilization Board announced today that it had instructed its Regional Boards to continue work in processing and deciding approximately 7,000 potential violation cases, mostly in the building construction field, which arose before expiration of the Stabilization Act on June 30 and which were in various stages of completion at that time. The National Board acted in accordance with provisions of a Federal law which stiputates that "The expiration of a temporary statute shall not have the effect to release or extinguish any penalty, forfeiture or liability incurred under such statute."

Under the statute, violations which occurred prior to expiration of the Act continue to be subject to the sanctions prescribed by the Act and its regulations irrespective of whether the Stabilization Act is extended for any further period.

Expiration of the Stabilization Act on June 30 found the agency with approximately 7,000 cases of potential violations in process, virtually all involving payment of unauthorized wage rates in the building construction industry, in which direct wage controls had been maintained since V-J Day. The regulations also had prohibited wage decreases without prior approval of the Board and institution of new job rates without Board approval.

The Board's continuation of enforcement activities was undertaken in conformity with Title I, Section 29, of the U. S. Code which provides specifically:

> "The repeal of any statute shall not have the effect to release or extinguish any penalty, forfeiture or liability incurred under such statute, unless the repealing Act shall so expressly provide, and such statute shall be treated as still remaining in force for the purpose of sustaining any proper action or prosecution for the enforcement of such penalty, forfeiture, or liability. The expiration of a temporary statute shall not have the effect to release or extinguish any penalty, forfeiture, or liability incurred under such statute, unless the temporary statute shall so expressly provide, and such statute shall be treated as still remaining in force for the purpose of sustaining any proper action or prosecution for the enforcement of such penalty, forfeiture or liability."

Under this law, the Board found in effect that violations which took place before June 30 must be determined and processed to completion upon temporary or final expiration of the Stabilization Act. The Stabilization Act, the Board found, clearly is a "temporary statute" as described in the U. S. Code; it provides both "penalties" and "liabilities" within the meaning of the Code and it contains no "express" provision releasing violators from liabilities or penalties upon its expiration.

Although the Stabilization Act contains provision for criminal penalties, the Board's customary action is to disallow use of unauthorized wage payments for purposes of computing business expenses for income tax purposes.

(NWSB 47-192)

NATIONAL WAGE STABILIZATION BOARD
Division of Public Information

FOR IMMEDIATE RELEASE
Friday, April 12, 1946

NWSB - 37
(General Wage Approval No. 7-
Electrical Industry)

A general wage and salary regulation providing for pre-approval for pricing purposes of increases up to 18½ cents an hour above their August 17, 1945 rates for employees of the nation's electrical industry was announced today by the National Wage Stabilization Board.

The pre-approval regulation, to which industry members dissented, was predicated upon the provisions of Executive Order 9697. It limits the approval to plants engaged in certain specified manufacturing operations defined in the regulation, and in which general wage and salary increases during wartime (specifically: between Jan. 1, 1941 and August 17, 1945) were not less that 13 cents or more than 18 cents an hour.

In reference to the 13-18 cent range, an accompanying statement of the Board explained that the pre-approval is "limited to plants where the wartime general wage rate increases generally were in line with those in plants in which increases up to 18½ cents have already been found approvable". The Board's action in fixing a range thus defines more specifically the standard it will use in testing whether a wage increase is "in line with" increases already approved for other plants in the industry.

The regulation limits the pre-approval to cases in which a wage adjustment has been finally determined upon or agreed to by the party or parties involved. In this connection the Board statement asserted that "Inasmuch as the purpose of this pre-approval is solely to eliminate procedural delays which might follow wage settlements, it can be given no proper effect by either party to an unresolved wage dispute."

Employers seeking price relief based upon the regulation are instructed to indicate to the OPA that the adjustments have been made or agreed upon according to the terms of the regulation and to furnish proof that their wartime wage adjustments were within the provisions of the regulation.

A concurring opinion written by Walter J. Mason, AFL labor member, sets forth the AFL basis for assenting to issuance of the approval regulation.

The Board statement, the text of the wage approval and the concurring opinion are attached.

1A

NATIONAL WAGE STABILIZATION BOARD

STATEMENT FOR RELEASE IN CONNECTION WITH ELECTRICAL INDUSTRY, GENERAL WAGE APPROVAL

In connection with the issuance of this order, the Board authorized issuance of the following statement:

General Wage Approval NO. 7 is issued pursuant to the provisions of Executive Order 9697 and Section 308 of the Supplementary Wage and Salary Regulations of the Office of Economic Stabilization, of March 8, 1946.

Wage increases approximating 18½ cents, made by certain large companies in the electrical industry, have been approved pursuant to the terms of Ececutive Order 9697. Some of these increases were made prior to February 14, 1946, and were approved by the terms of the order itself. Others were approved by the Board under the provision of the Executive Order covering gross inequities as between related industries.

There have also been negotiated in smaller plants in this industry, since August 17, 1945, a great many interim agreements, fixing immediate increases and providing for reopening upon the conclusion of agreements in the larger plants.

This is a large, scattered and heterogeneous industry. It includes many plants in which wage rates are bargained out or set in relationship to the rates in the large plants referred to above. It also includes, however, hundreds of other plants, with basically different operations, and with wage practices which are entirely unrelated to those of the large electrical companies.

The electrical industry is peculiarly one in which there is an especially broad interest in expediting the achievement of full reconversion and peacetime production. The issuance of General Wage Approval No. 7 removes procedural delays upon the completion of wage settlements which might otherwise retard the achievement of full production. It recognizes, at the same time, that the precedents already set may not be considered controlling in plants where rates have previously been established without reference to those in the larger companies. The pre-approval granted by the Board is accordingly limited to plants where wartime general wage rate increases generally were in line with those in plants in which increases up to 18½ cents have already been found approvable.

Inasmuch as the purpose of this pre-approval is solely to eliminate procedural delays which might follow wage settlements, it can be given no proper effect by either party to an unresolved wage dispute. It may cover some situations in which a complete analysis would indicate the approvability of an increase different from that here indicated. The order obviously constitutes no standard for increases in plants not coming within its terms.

Title 29 - Labor

Chapter VI - NATIONAL WAGE STABILIZATION BOARD

Part 805 - GENERAL WAGE APPROVALS

General Wage Approval No. 7

ELECTRICAL INDUSTRY

Section 805.7 General Wage Approval for the Electrical Industry

This approval is issued pursuant to Section 3(a) of Executive Order 9697 dated February 14, 1946, and Sections 303 and 308(a) of the Supplementary Wage and Salary Regulations of the Office of Economic Stabilization, dated March 8, 1946.

(a) Any wage or salary increase granted to employees within the jurisdiction of the National Wage Stabilization Board who are employed in a plant coming within the definition of Paragraph (b) (1) hereof shall be deemed approved within the meaning of Section 3(a) of Executive Order 9697 to the extent that such increase does not exceed $18\frac{1}{2}$ cents per hour over and above the straight-time rates paid on August 17, 1945.

(b) This approval shall apply only to wage or salary increases to employees in plants:

(1) Which are engaged primarily in manufacturing one or more of the following items: radios, radio tubes, phonographs; telephone and telegraph equipment and electric signalling apparatus; electrical refrigerators and refrigeration machinery, including compressors, evaporators, condensers and other related mechanical devices essential to electrical refrigeration; complete electrical air-conditioning units; household electrical appliances, including heating, cooking, cooling, cleaning and laundry equipment; lighting fixtures; wiring devices and supplies; carbon and artificial graphite products for the electrical industry; electrical measuring instruments; electrical prime movers and other electric power equipment (including motors, generators, steam turbine generator sets, transformers, switchboards, panel-boards, and other transmission accessories) for employment in the generation, transmission or utilization of electric energy; wire and cable for the transmission of electrical energy; automotive electrical equipment; electric lamps; storage and primary batteries (wet and dry); or electrotherapeutic and electromedical apparatus; and

(2) In which general wage or salary rate increases, which in the aggregate were not less than 13 cents per hour and not more than 18 cents per hour, were granted during the period between January 1, 1941 and August 17, 1945.

(c) An employer who seeks an adjustment in the price ceiling for his product based upon the wage or salary adjustments herein approved shall indicate to the Office of Price Administration in any price relief application that the adjustments have been made or agreed upon pursuant to this general wage approval, and shall set out the wage rate information called for by Paragraph (b)(2) hereof.

(d) In accordance with Sections 201 and 202 of the Supplementary Wage and Salary Regulations of the Office of Economic Stabilization, issued March 8, 1945, any increase in a plant in the electrical industry not covered by the terms of this general wage approval requires the prior approval of the Board or the filing of a notice with the appropriate Regional Wage Stabilization Board if the employer is not to be deemed to have waived, during the continuation of the stabilization laws, the ~~right to use such increase as a basis for~~ seeking price relief or for increasing costs to the Government. The terms of this preapproval shall not constitute any standard for the approvability of wage or salary increases to employees in any plant not satisfying the conditions set forth in Paragraphs (b) (1) and (2) hereof. This pre-approval shall have effect only where a wage or salary adjustment has been finally determined or agreed upon by the party or parties involved.

(e) On request of any employer or collective bargaining representative involved, accompanied by pertinent factual information, the National Wage Stabilization Board will issue rulings as to whether any specified plant or plants come within the terms of Paragraph (b) (1) and (2) of this general wage approval. Where there is a collective bargaining representative involved, a copy of the request from either party for a ruling under this approval must be served upon the other party, and the request shall indicate such service.

Approved: April 11, 1946

s/ B. M. Joffe
Executive Director

CONCURRING OPINION OF WALTER J. MASON, AFL LABOR MEMBER

We concur in the adoption of the General Wage Approval Order for the Electrical Products Industries, because the pattern providing for 18½ cents above that being paid on August 18, 1945, is in conformity with the wage standard advanced by the President of the United States in January 1946, and established by Executive Order 9697 on February 14, 1946, and on the basis that this change in the Government's wage policy was equivalent to an order of the Board for a general pattern in all industries.

We are unable to agree with the limitations outlined in Paragraph 2 (a & b) of the Order, but concurred solely to the extent to eliminate procedural delays which might follow wage settlements made by the party or parties in the thousands of plants covered under this Order.

Robinson

NATIONAL WAGE STABILIZATION BOARD
Division of Public Information

Release for A.M. Papers of
Wednesday, May 1, 1946

NWSB - 41
(Appointments)

Appointment of Nicholas T. Shelton, former chief of employment for the New York Regional office of the Department of Agriculture, as director of personnel for the National Wage Stabilization Board was announced today by Board Chairman W. Willard Wirtz. Mr. Shelton succeeds A. E. Weatherbee who resigned recently to become placement officer for the War Assets Corporation in Washington, D. C.

Mr. Shelton comes to the NWSB after 11 years' service with the government in which he has worked almost exclusively with personnel and labor problems. Prior to government service he had been engaged in industrial relations for a large chain grocery organization operating throughout the east.

From 1935 until 1942, Mr. Shelton was labor officer for the New York City office of the Federal Works Agency, leaving in 1943 to join the Construction Bureau staff of the War Production Board. Later in 1943 he transferred to the Department of Agriculture in New York City, where he was successively special assistant to the Regional Director in charge of labor problems for the food industry; chief of the Industrial Operations Division handling labor problems, selective service affairs and manpower priority matters, and in 1945 and early this year, chief of employment for the eastern seaboard.

Mr. Shelton will maintain his home in Jackson Heights, Long Island.

NATIONAL WAGE STABILIZATION BOARD
Division of Public Information

FOR IMMEDIATE RELEASE
Wednesday, May 8, 1946

NWSB - 44
(Form 9)

The National Wage Stabilization Board today announced issuance of its Form 9, to be used hereafter by employers as a notice stating that a wage or salary increase is being made with no present intention of seeking a price adjustment but reserving the employer's right to apply for approval for pricing purposes in the future.

The wage and salary regulations issued by the Office of Economic Stabilization last March 8, provide that an employer who makes a wage adjustment with no present intention of seeking price relief, but who wishes to reserve that right for the future, may do so by filing a notice to that effect with the NWSB, through the local Wage and Hour Offices of the U. S. Department of Labor, within 30 days after the date the increase is first reflected in his current pay roll. Approval sought at any later time will be given or withheld on the same basis as if it had been sought before the increase was made. The Office of Price Administration will then consider the application for price relief.

Failure to file such a notice precludes the employer from seeking approval of the NWSB of the increase for pricing purposes as long as stabilization controls remain in existence. Pending issuance of the new forms, the agency has accepted notices received by letter that effective May 22 a Form 9 will be required of each employer filing a notice.

The new form, which contains but five questions, requests the identity of the company, the nature of the industry involved, the number of employees affected, the nature of the increase put into effect and the date on which the increase first was reflected in pay rolls. A detachable stub is provided to be returned by the Regional Board to the employer, confirming receipt of the notice. It is available at all local offices of the Wage and Hour Division of the U. S. Department of Labor. The completed forms are filed with the local Wage and Hour offices, for the convenience of employers in the same manner as are the standard Form 10 applications for approval of adjustments in wages or salaries.

NATIONAL WAGE STABILIZATION BOARD
Division of Public Information

FOR IMMEDIATE RELEASE
Friday, April 19, 1946

NWSB - 39
(Allis Chalmers)

The National Wage Stabilization Board has approved for pricing purposes, wage increases of 13½ to 14 cents an hour for approximately 10,000 employees of the Allis-Chalmers Manufacturing Co., in its plants in Wisconsin Ohio, Indiana, Illinois, Massachusetts and California, and branch and district offices in 30 States.

The approval was specifically limited to workers who had agreed with the company to submit the application for the increases to the WSB. Not included in the approval were approximately 20,000 production workers now either on strike or negotiating adjustments with the company. The Board acts only on requests for agreed-upon increases.

The Board's unanimous action approved a general increase of from $15 to $25 a month (averaging 14 cents an hour) for 2,000 office workers. About 7,500 production workers not represented by bargaining agents and 180 organized production workers in various plants received approval of a 13½ cent increase as the result of the Board's action.

Not included in today's approval are 11,400 West Allis, Wis. workers, members of Local 248, United Automobile Workers, CIO, 850 La Crosse, Wis. workers, members of Local Industrial Union 1424, CIO; and 15 West Allis supercharger workers, members of Local 248, UAW CIO. Not included in the application for approval of the adjustment were 2,500 employees of the Springfield, Ill. works and 1,500 workers of the La Porte, Ind. plant, both represented by the United Electrical, Radio and Machine Workers, CIO, as well as the following UE workers: 1,400 in Norwood, Ohio, 350 in Boston, Mass., and 1,150 in Pittsburgh, Pa.

Organized production workers who come under today's approval of 13½ cents are:

West Allis Workers	
Local 125, Int'l. Brotherhood Firemen and Oilers, AFL	10
Local B-663, Int'l. Broth. Electrical Workers, AFL	80
*Engineers and Draftsmens'Assn. Independent	800
*(These received approval for the average 14 cents per hour increase)	
Norwood, Ohio Workers	
District 1, Patternmakers League, AFL	10
Oxnard, California Works	
Local 2029, United Steelworkers CIO	60
West Allis Supercharger Works	
Local 125, IBF&O AFL	20

NATIONAL WAGE STABILIZATION BOARD
Division of Public Information

FOR IMMEDIATE RELEASE in papers of
Monday, April 8, 1946

NWSB 34
(Detroit Milk Industry)

The National Wage Stabilization Board declined today to approved an 18-cent an hour wage increase for 1175 inside employees of the Detroit Milk industry and ruled, instead, that only 10 cents of the total increase could be used by the companies as a basis for seeking price relief before the OPA.

The National Board's modifying action will not affect payment to the employees of the full amount of the increase, which was put into effect on March 2. The Increase was negotiated between the Detroit Milk Dealers on behalf of 14 milk firms which distribute 75 percent of the milk supply in the city and the United Dairy Workers, Local 83, CIO, following a 10 day strike.

In its ruling, to which labor members dissented, the Board found that no national "pattern" of increases had developed in the milk industry and also that no "pattern" had developed in the Detroit labor-market area within the meaning of the new wage-price policy established by the President on Feb. 14. The Board also held that the milk industry could not be considered as "related" to the automobile industry, in which 18½-19½ settlements had been reached in the Detroit area.

"It is clear that no national 'pattern' had developed in the milk industry between Aug. 18, 1945 and February 14, 1946," the majority of the Board declared in an accompanying opinion submitted by Chairman W. Willard Wirtz and Vice-Chairman Jack G. Day. "This is not an industry in which wage adjustments in plants throughout the country have ever followed any single pattern."

In rejecting the possibility that the full amount of the increase was approvable either because it followed the general pattern in a "related industry"--such as the automobile industry--or that it could be approved to correct a gross inequity between "related industries," the opinion said:

"The milk and automobile industries, even in the Detroit area, cannot be considered 'related industries' in any ordinary sense of the term. The products are obviously unrelated; job classifications show almost no parallelism; wage rates are markedly different; there is no history of coincidence of wage adjustments. Every attempted comparison between the two industries show complete dissimilarity and no 'relationship.' A strict and literal application of the Executive Order and the regulations warrants no consideration here of 'gross inequities as between related industries.'"

The application filed jointly by the companies and the union had contended that the 18-cent figure was consistent with the general pattern of adjustments in the Detroit area, specifically in the automobile and steel industries, since V-J Day; that a gross inequity existed between the milk industry and the dominate automobile industry; that various similarities existed in the wage structures, job classifications, union identity and geographical location and that the adjustment represented an appropriate reconversion development reached through collective bargaining.

The majority opinion noted further that, even though it recognized the influence of recent adjustments in the automobile industry on dairy negotiations, the history of wage rate movements in the two industries did not support approval of an 18-cent dairy increase. The opinion also presented the factors that the prewar differential in rates between the industries had been narrowed during the war years and, moreover, that "a cutback in hours and a reduction in take-home pay went substantially beyond any present or contemplated reduction for the dairy workers."

In approving 10 cents of the amount for pricing purposes, the opinion said:

"This figure, although admittedly a round figure, finds substantial support in the facts of the case. It is the figure accepted by the Public Members of the Detroit Board, both of them intimately familiar with this case and the Detroit wage picture. It coincides with the increase agreed upon recently in another substantial food processing industry in the Detroit area. It is in line with adjustments granted in the dairy industry in other metropolitan areas. Finally, recognizing the peculiar dominance of one set of industry rates in the area here involved, this 10 cents, added to the 1941 and 1942 increases of 23 cents, virtually equals the total of wartime and reconversion increases in automobile rates."

In an opinion dissenting from the majority ruling, Labor Members Carl J. Shipley of the CIO and Walter J. Mason of the AFL set forth the labor position that the case should have been returned to the Detroit Regional Board for establishment of a "local area" pattern. The labor members disputed the majority comparison between the dairy increase and the food processing industry in Detroit, contending that "the bakery industry, which is presumably the food processing industry referred to, has granted a 17-cent per hour increase to its employees since Aug. 17, 1945."

The dissenting opinion also pointed to a previous Board action relating the refractories (firebrick) industry to the steel industry, and argued that there exists "as real a relationship between the milk and auto industries as between the refractories and steel industries." The opinion asked that the Board reconsider its action.

The National Board's ruling was given on a pre-review of a case originating before the Detroit Region Board and referred to the National Board, for pre-review. The Regional Board originally had voted 3-2 to approve the full amount of the increase, with two public members dissenting and the AFL member withholding his vote.

The majority and dissenting opinions are attached.

NATIONAL WAGE STABILIZATION BOARD

In the Matter of:	:	
DETROIT MILK DEALERS Detroit, Michigan	:	April 4, 1946
	:	
and	:	Case No. 11-1-128
UNITED DAIRY WORKERS, LOCAL 83, CIO	:	

OPINION

The issue in this case is whether an 18 cent per hour wage increase granted on March 2, 1946 to the inside workers in certain Detroit dairies can be approved for use by the companies involved as a basis for seeking an increase in the price of their dairy products. The increase has already been put into effect and its continued payment is not conditioned upon the action of the Board. The increase was made at the end of a protracted period of negotiation, and after a ten day strike.

The case came to the National Board upon referral from the Eleventh Regional Board in Detroit. When it was considered there, the Industry members and the C.I.O. member voted to approve the increase. The Public members dissented, and the A.F.L. member withheld his vote. The Public members filed an opinion and asked, under this Board's established rules, for a pre-review of the case by the National Board.

The Board has decided, with the Labor members dissenting, that the full 18 cent wage increase cannot be approved for price relief purposes.

Section 3(a) of Executive Order 9697 describes the Board's authority to approve wage increases for price relief and related purposes:

> "The National Wage Stabilization Board or other wage or salary stabilization agency having jurisdiction with respect to the wages or salaries involved shall approve any wage or salary increase, or part thereof, which it finds is consistent with the general pattern of wage or salary adjustments which has been established in the industry or local labor market area, between August 18, 1945, and the effective date of this order, or, where there is no such general pattern, which it finds necessary to eliminate gross inequities as between related industries, plants or job classifications, to correct substandards of living, or to correct disparities between the increase in wage or salary rates in the appropriate unit since January 1941 and the increase in the cost of living between January 1941 and September 1945. The Board or other designated agency shall have authority with the approval of the Stabilization Administrator, to establish special standards for approval of wage or salary increases, differing from the foregoing general standards, to be applied in particular industries or classes of cases if it finds that such action is necessary to effectuate the purposes of this order."

It is clear that no national "pattern" had developed in the milk industry between August 18, 1945 and February 14, 1946. This is not an industry in which wage adjustments in plants throughout the country have ever followed any single pattern.

There is more question as to whether an overall "pattern" had developed, prior to February 14, in the Detroit "local labor market area," so that the increase involved here would properly be said to come within it. The recommendation of the fact-finding panel in the automobile industry was in effect approved by the terms of Section 3(d) of Executive Order 9697, and the 18½ - 19½ cent settlements in that industry have been concentrated in the Detroit area. Section 303 of the Regulations issued by the Economic Stabilization Director on March 8, 1946, supplementing the Executive Order, provides, however, for the approval of those increases which are "consistent with the general pattern of wage or salary adjustments which has been established . . . in the particular industry or related industries within the particular local labor market area . . ." The concept of a local area pattern crossing the lines between unrelated industries is here clearly rejected.

The Board is further directed, by the Executive Order and by Section 304 of the Regulations, to approve, where there is no applicable pattern, increases "which it finds necessary to eliminate a gross inequity between wage rates or salaries in related industries [or] related plants in the same industry or locality."

The case turns, under either of these provisions, on the question of the relationship of the Detroit dairy industry to the automobile industry in that area.

The milk and automobile industries, even in the Detroit area, cannot be considered "related industries" in any ordinary sense of the term. The products are obviously unrelated; job classifications show almost no parallelism; wage rates are markedly different; there is no history of coincidence of wage adjustments. Every attempted comparison between the two industries shows complete dissimilarity and no "relationship." A strict and literal application of the Executive Order and the Regulations warrants no consideration here of "gross inequities as between related industries."

Yet it would be unrealistic in the extreme to deny that the fact of the recent increases in the automobile industry and the issue bore strongly upon the February negotiations in the Detroit dairies. It is peculiarly true that virtually all rates in this particular area are affected, at least during this period of continuing manpower shortage, by the wage increases approved by the Executive Order itself for a particular industry which is concentrated in that area.

It seems proper, in this special situation, to find a fair application of the Executive Order and the Regulations in a further development of the "gross inequity" standard to which the "related industry" concept is incident. Even a finding that the milk industry is "related" to the automobile industry, would not justify the approval of the 18 cent increase agreed upon. Nothing in the history of the dairy industry wage rates supports the proposition that the 18½ - 19½ cent increase in the automobile industry creates an inequity with respect to dairy rates which warrants an 18 cent increase in the dairies.

There was a very substantial prewar differential between automobile and dairy rates in Detroit. During the war, this differential was materially reduced. Dairy rates have been increased by 25 cents, as against approximately 15 cents in automobile rates. The difference in terms of percentage of increase has been even more marked. Dairy workers have previously received virtually the full amount of the 33% cost of living increase prescribed in the Executive Order; the automobile workers have received, prior to the recent increase, a substantially lesser percentage increase. Finally, it is relevant that there has been and will be, in the automobile industry, a cut-back in hours and a reduction in take-home pay going substantially beyond any present or contemplated reduction for the dairy workers. On these facts, the 18 cents could not be deemed necessary to eliminate a gross inequity even as between closely related industries.

The Board has approved, in this case, for price relief purposes, 10 cents of the 18 cent increase. This figure, although admittedly a round figure, finds substantial support in the facts of the case. It is the figure accepted by the Public Members of the Detroit Board, both of them intimately familiar with this case and with the Detroit wage picture.

It coincides with the increase agreed upon recently in another substantial food processing industry in the Detroit area. It is in line with adjustments granted in the dairy industry in other metropolitan areas. Finally recognizing the peculiar dominance of one set of industry rates in the area here involved, this 10 cents, added to the 1941 and 1942 increases of 23 cents, virtually equals the total of wartime and reconversion increases in automobile rates.

A more restrictive interpretation of the provisions of the Regulations would permit the approval here of only 1 or 2 cents, based on the cost-of-living formula. The broader conclusion, with a larger amount approved for price purposes, appears, however, in the light of the special situation here presented, completely consistent with the purposes of the Executive Order and the Regulations.

W. Willard Wirtz
Chairman

Jack G. Day
Vice-Chairman

NATIONAL WAGE STABILIZATION BOARD

In the Matter of: :

DETROIT MILK DEALERS : APRIL 5, 1946
Detroit, Michigan
: CASE NO. 11-1-128
and
:
UNITED DAIRY WORKERS,
LOCAL 83, CIO :

DISSENT OF LABOR MEMBERS

Ofttimes one finds people who are capable of "playing by ear" and refuse to read their scores. In the Detroit Milk Dealers case the majority heard a sour note that seemed not to belong to the tune they wanted to play, so they cut it out without regard to the rest of the text. In other words, the Public and Industry Members of the National Board reversed the Industry and Labor Members of the Detroit Regional Board, who were close to the situation and had approved the sum of 18¢ for price relief purposes. This amount had been agreed to between the employers and the union.

The majority of the National Board approved 10¢ as the sum the employer can use for price relief purposes, although the 18¢ increase is in effect and being paid.

Labor on the National Board wanted the case returned to the Detroit Board so that they could set a "local area" pattern. The Labor Members could find no "substantial support in the facts of the case" for the Board's decision nor can they agree that it "coincides with the increase agreed to recently in another food processing industry in the Detroit area". The fact is that the bakery industry, which is presumably the food processing industry referred to, has granted a 17¢ per hour increase to its employees since August 17, 1945.

The National War Labor Board had tried to assist the milk employers in Detroit by allowing an overall rate increase to be applied to the maintenance employees of the dairy industry, to bring them in closer relationship to industrial plants of the Detroit area.

The majority opinion states "this 10 cents, added to the 1941 and 1942 increases of 23 cents, virtually equals the total wartime and reconversion increases in the automobile rates". The facts are that these workers were low in wage relationships at the beginning of the war, and although parity was not reached with the wages of their neighbors, at least their economic condition and buying power had been improved by War Labor Board action.

These employers have met the general trend by agreeing to an increase of 18 cents. By this agreement their employees are not forced to the old 1941-1942 inequity of wages in relation to their neighbors, but are still in the position of enjoying some of the buying power that makes for a better way of life. Despite the vision of the Detroit Milk Dealers they are faced with the problem of whether they can continue in business if they do not receive sufficient price relief to cover the 18¢ increase.

Recently the Board held that the refractories industry is "related" to the steel industry. By the same logic milk is related to the automobile industry. One only has to see milk distributed on lunch carts that make regular trips through modern industrial plants, milk served in cafeterias of such plants, or milk companies allowed to distribute at factory entrances, along with the urging by Public Health Agencies that workers drink milk as a source of energy and health protection on the job, to find as real a relationship between the milk and auto industries as between the refractories and steel industries.

Much more could be said on this subject, but we do not care to press the matter further here. We trust the Board will reconsider its action, and find that 18¢ is as approvable in the milk industry as 17¢ was approvable in the bakery industry, and 18½¢ in the auto, steel, electrical, job shops and other plants in Detroit.

Carl J. Shipley

Walter J. Mason

NATIONAL WAGE STABILIZATION BOARD
Division of Public Information

ADVANCE RELEASE For Morning Papers of
Friday, April 5, 1946

NWSB - 33
(Appointments)

Appointment of James W. Greenwood, former director of administrative management of the Philadelphia Regional Wage Stabilization Board as administrative management director of the National Board was announced today by NWSB Chairman W. Willard Wirtz. At the same time, the Board appointed Boris M. Joffe to the full status of executive director of the Agency. Mr. Joffe's appointment as Acting Executive Director had been announced previously.

Mr. Greenwood, whose home is in Philadelphia, attended Temple University in that city and, after a period of private and State Government employment, entered Federal service in 1936, with the fiscal and accounting branch of the Department of Agriculture. In January, 1942, he joined the staff of the central administrative services of the Office of Emergency Management, leaving in November of the same year to become director of administrative management for the Philadelphia Regional War Labor Board. He continued in that capacity after establishment of the NWSB on Jan. 1 and, in February, transferred to the Washington Board as acting director of administrative management. The appointment announced today placed Mr. Greenwood in full status.

NATIONAL WAGE STABILIZATION BOARD
Division of Public Information

FOR IMMEDIATE RELEASE
April 3, 1946

NWSB - 32
(Central Greyhound Lines Group and Pennsylvania Greyhound Lines, Inc.)

Approval of a 14 percent wage increase for 3,800 drivers and maintenance men employed by various Greyhound Bus Lines in the northeastern section of the country was announced today by the National Wage Stabilization Board.

The Board action by unanimous vote, was an approval of the recommendations of a fact finding panel appointed by the Secretary of Labor last December during a strike which lasted two months. The panel made its report and recommendations to Secretary Schwellenbach in February and the parties, accepting the findings, made their application for Board approval on March 18. The Board based its approval of the increase for pricing purposes under the standards prescribed by section 3 (a) of Executive Order 9697.

The employees, represented by 10 divisions of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees, AFL, work for the Central Greyhound Lines Group, comprising the Central Greyhound Lines, Inc., Illinois Greyhound Lines, Inc., and New England Greyhound Lines, Inc.; the Pennsylvania Greyhound Lines, Inc. and terminals and garages of the lines in Toledo, Columbus, Chicago, Washington and New York City.

The wage adjustments for drivers include an increase in the basic mileage rate of $.006 per mile for the eastern division and $.0065 per mile for the western division which, it is estimated, will increase the mileage rates for all classes of drivers by an average of 12.5 percent. This results in narrowing the differential between the east and west rates from $.0015 to $.0010 per mile. The new rates will be: east, $.0560; west, $.0550 per mile. Other drivers rate increases are based on those of the mileage rates. The top hourly rate is increased from 80 cents to 90 cents with a 10 cent an hour increase for all other classes. For trip and monthly rates the increases are 12 and 13.4 percent for the east and west, respectively. For maintenance and terminal employees the increase is 13 cents an hour, equal to 14 percent of their October, 1945 straight time hourly rates.

Factors cited in the Fact Finding Panel's recommendations and taken into consideration by the National Wage Stabilization Board in its approval action were the cost of living adjustment due over the January, 1941 rates; reduction in the drivers' take-home due to the loss of a 7½ percent wartime "slow-down" bonus intended to compensate for the longer hours worked per trip because of reduced speed limits; a trend since VJ-Day in industry generally of increases ranging from 10 to 20 percent and recent increases in the inter-city bus industry as well as in the related street railway and bus industry.

In order to keep within the total recommended overall increase of 14 percent it was necessary to reduce the meal allowance for extra drivers and make it identical with that of regular drivers. The meal allowance brings up the total increase to approximately 14 percent.

The increases for the drivers are effective as of Nov. 1, 1945; for the maintenance workers, "as of the date (not prior to Nov. 1, 1945) on which a 40 hour scheduled workweek resumed at a particular location, or May 15, 1946, whichever date occurs first."

Members of the fact-finding panel which made the recommendations approved by the Board were: William E. Simkin, Chairman; Saul Wallen and Jesse Freidin, public members; O. David Zimring, labor member and Earl N. Cannon, industry member.

NATIONAL WAGE STABILIZATION BOARD
Division of Public Information

RELEASE FOR MORNING PAPERS OF
Thursday, March 21, 1946

NWSB - 28
(General Wage Approval No. 5)
Refractories Industry

The National Wage Stabilization Board today announced a general wage and salary regulation pre-approving wage increases of up to 18½ cents an hour above their August 17, 1945 rates for employees in the nation's refractories industry.

Acting under Section 3 (a) of Executive Order 9697, the Board unanimously found that, as a result of the general wage adjustment of 18½ cents an hour approved for employees in the basic steel industry on February 21, an inequity exists between the steel industry and the refractories industry, which supplies firebrick and other products used in steel manufacturing.

The general approval was issued on the basis of joint requests from the operators of 77 mines and quarries and collective bargaining agencies representing approximately 10,000 employees in the industry. No wage increases have been agreed upon as yet.

Under the regulation, the blanket approval will apply only to those companies which, since January, 1941, have made general increases totaling substantially the same amount as those made by the basic steel industry. Labor members of the Board dissented to this part of the regulation.

The approved wage increase will permit the employers to use any adjustments up to 18½ cents an hour which they may make as a basis for seeking price relief without filing an application with the Wage Stabilization Board. The National Board will issue rulings as to whether any individual plant is covered by the general approval. Where a plant is not covered, a specific application to the Board will be required if the operator intends to use the wage rise for pricing purposes.

The relationship between the steel and refractories industries was established, the Board determined, "by the facts that the steel industry is a principal customer of the refractories industry and that wage adjustments in a leading segment of the refractories industry in the past have coincided with wage rate adjustments in the basic steel industry."

The regulation defined the refractories industry as follows:

"All mines, quarries and plants of those companies primarily engaged in the mining or production of firebrick or other fire-clay refractories and other heat-resisting clay products such as clay glass-house tank blocks, stoppers, floaters or rings, and of crucibles and refractories made of materials other than clay, such as graphite, magnesite, chrome, silica and silicon carbide."

The general approval is attached.

TITLE 29--LABOR
CHAPTER VI--NATIONAL WAGE STABILIZATION BOARD
PART 805---GENERAL WAGE APPROVAL

General Wage Approval No. 5

Section 805.5. General Wage Approval for the Refractories Industry

(a) Pursuant to Section 3 (a) of Executive Order 9697, the National Wage Stabilization Board finds that, as a result of general wage adjustments of 18½ cents per hour in the basic steel industry, approved on February 21, 1946 by General Order No. 1 of the Office of Stabilization Administrator, a gross inequity exists between the basic steel industry and the related refractories industry, as hereinafter defined. This relationship is established by the facts that the steel industry is a principal customer of the refractories industry and that wage rate adjustments in a leading segment of the refractories industry in the past have coincided with wage rate adjustments in the basic steel industry.

(b) For purposes of this regulation, the refractories industry is defined as follows:

> All mines, quarries, and plants of those companies primarily engaged in the mining or production of firebrick or other fire-clay refractories, and other heat-resisting clay products such as clay glass-house tank blocks, stoppers, floaters or rings, and of crucibles and refractories made of materials other than clay, such as graphite, magnesite, chrome, silica, and silicon carbide.

(c) Any wage or salary increase granted to employees within the jurisdiction of the National Wage Stabilization Board and put into effect by an employer in the refractories industry, as defined in paragraph (b), shall be deemed approved within the meaning of Section 3(a) of Executive Order 9697 to the extent (1) that such increase does not exceed 18½ cents per hour over and above the straight time rates such employees were receiving on August 17, 1945, and (2) that since January, 1941, such employer has made general wage or salary increases which in the aggregate are substantially the same as the wage or salary increases made by the basic steel industry.

(d) An employer who seeks an adjustment in the price ceiling for his product or products based upon the wage or salary adjustments herein approved shall indicate to the Office of Price Administration in any price relief application that the adjustments have been made or agreed upon pursuant to this general wage approval.

(e) On request of any employer or collective bargaining representative involved, accompanied by pertinent factual information, the National Wage Stabilization Board will issue rulings as to whether any specified plant or plants come within the terms of this general wage approval.

Approved by the National Wage Stabilization Board March 18, 1946.

NATIONAL WAGE STABILIZATION BOARD
Division of Public Information

ADVANCE RELEASE
For Morning Papers of
2-26-46

NWSB - 10 A
(Meat Packing Industry)

The National Wage Stabilization Board announced today that it has directed Secretary of Agriculture Clinton P. Anderson, as the government's operating agent of five seized meat packing companies, to place into effect immediately a general 16-cent an hour wage increase for all production workers in the five plants and for all "white collar" workers whose salaries do not exceed $120 a week.

One of the two orders issued by the Board affects both those workers who were members of unions directly involved in the labor dispute leading to the seizure, and also all other workers "in the same or comparable types of work" in all seized plants of the five companies who were not members of the unions directly involved in the dispute. The two groups embrace approximately 95,000 workers. A second order covers approximately 36,000 "white-collar" employees. Both orders have been approved by the President, as required by Section 5 of the War Labor Disputes Act.

By its action, the Wage Stabilization Board found that the wage increase recommended by the President's Fact Finding Panel on Feb. 7, and applied for later by Secretary Anderson, was "fair and reasonable" within the meaning of the War Labor Disputes Act, and should be extended to virtually all of the employees in the seized plants of the "Big Five." The increase becomes effective as of Jan. 26 in the case of production workers and as of Jan. 28 in the case of the salaried workers, as requested by the Secretary of Agriculture.

Coincident with presidential approval of its orders in the Big Five case, the Wage Stabilization Board announced adoption of its first "pattern approval," pre-approving wage increases of up to 16 cents an hour in any meat packing plants where wages "normally have been adjusted in relation to" wages in the Big Five companies. Specific approval by the Board, for pricing purposes, will continue to be required for increases in any plants which have not normally based their wage movements upon those of the Big Five.

The effect of the "pattern approval" is to permit employers who grant wages increases (up to 16 cents an hour above Aug. 17, 1945 levels) to apply directly for price relief to the Office of Price Administration without the necessity of NWSB action, in the event they normally have followed Big Five wage schedules.

The broad "pattern approval," issued by the Board under Executive Order 9697, was adopted shortly after issuance of regulations (General Order 1) by the Office of Stabilization Administration. These orders give the Board authority to recognize such wage increase patterns for either particular industries or labor market areas, and to give advance approval for pricing purposes to voluntary or agreed-upon increases up

to the limits set. General pattern approvals applying to other industries or labor areas are expected to be set quickly by the Board to speed conclusion of collective bargaining now underway in many industries. The meat packing industry has been defined as including wholesale slaughtering and meat packing houses, stockyards, by-products plants and packing houses which do no slaughtering but process meat for distribution.

The pattern announced today was expected to cover numerous plants of 13 independent companies whose facilities were seized Jan. 26 along with those of the Big Five as well as any plants and facilities of other companies which never were taken into government possession. These plants, employing the remainder of an estimated 175,000 workers in the entire meat packing industry, were not affected in any way by the orders of the Board in the Big Five case.

Specifically, the three groups of workers covered by the Board's Big Five orders are:

1: Employees in plants of the "Big Five" meat packing companies who were members of unions involved in the strike which led to seizure and who were the only employees represented before and covered by the recommendations of the Fact-Finding Panel. The Panel's recommendations covered workers belonging to three unions in various plants of Armour and Co., Cudahy Packing Co., John A. Morrell and Co., Swift and Co., and Wilson and Co. The workers are represented by the United Packinghouse Workers of America (CIO); the Amalgamated Meat Cutters and Butcher Workmen of North America (AFL) and the National Brotherhood of Packinghouse Workers (CUA). The wage increase as ordered for these workers was based upon an application filed on Feb. 8 by Secretary Anderson, asking authority to place into effect the full 16-cents recommended by the Fact-Finding Panel.

2: Other employees in plants of the "Big Five" who are engaged in the same or comparable types of work as those dealt with in the fact-finding report. These would include an unestimated number of workers who may be represented by other bargaining agents, or who are in unorganized departments or plants. An application to apply the 16-cent increase to this group was submitted to the Wage Stabilization Board by Secretary Anderson on Feb. 14.

3: All salaried employees "whose regular compensation does not exceed $120 a week." An application covering this group, submitted by Secretary Anderson in his Feb. 14 application, asked increases not in excess of 15 per cent for employees earning up to $80 weekly, with a minimum increase of $6.40 weekly, and limited to a maximum of $12 for employees with salaries of more that $80 weekly. The schedule as submitted as modified by the Wage Stabilization Board, after consultation with the Salary Stabilization Unit of the Treasury Department, to grant across-the-board increases of 16 cents an hour to all salaried workers within the $120 weekly limit. The Board emphasized that this decision was based solely on the facts of the present case and did not constitute a precedent that such adjustments would not be "tapered" downward in other cases or would be withheld in other cases from employees earning more that $120 a week.

In regard to use of the wage increases for pricing purposes, Chairman W. Willard Wirtz of the Board advised the President in a covering letter that the entire 16 cents now may be taken into account by the Office of Price Administration in accordance with the new national wage-price policy established by Executive Order 9697.

The situation as regards employees not affected by the Board's Big Five orders is as follows:

Independent companies - - On Feb. 8, the Wage Stabilization Board notified Secretary Anderson that the Board is prevented by law (the War Labor Disputes Act) from considering wage increases in seized plants of the 13 independent companies, employing approximately 10,000 persons, until an application specifically covering the employees is filed either by the Secretary or by the unions involved. One application, covering employees of four plants of Kingan and Co., has been filed by the Amalgamated Meat Cutters and Butcher Workmen of North America (AFL), and is under consideration by the Board. The Union's application, asserting that terms of its present contract call for wages on a level with those established for the entire meat packing industry, covered plants located in Dothan, Ala., Storm Lake, Ia., Orangeburg, S.C., and Richmond, Va. Two plants of Kingan and Co. which were seized but not listed in the union's application are located in Indianapolis, Ind. and Omaha, Neb.

Any wage increases which may be ordered by the NWSB under the War Labor Disputes Act while the companies remain in government hands, or which may be put in effect by the companies after their return to private operation, could be used automatically as a basis for price relief if the plant falls within the "general pattern" category. Otherwise, an application to NWSB for specific pricing approval will be necessary.

Plants Not Seized: Since these plants remain in private hands, no determination by the Board as to the propriety of wage increases under the War Labor Disputes Act is necessary. Where any wage increases are to be used as a basis for price relief, and where the plants normally have adjusted wages in relation to wages of the Big Five, no approval by the Board is necessary. If the wages normally have borne no relationship to the Big Five wages, an application for approval of the increase for pricing purposes must be filed with the NWSB. Thus far, applications for approval of 16-cent wage increases have been received from the following companies: Armour & Co., affecting an unstated number of unseized plants; Wilson & Co., affecting an unstated number of unseized plants; Swift & Co., affecting four meat packing plants and 279 branch distributing houses; Cudahy Packing Co., affecting its general offices at Chicago, a meat packing plant at San Diego, Calif., and 53 branch distributing houses.

NATIONAL WAGE STABILIZATION BOARD

General Pattern Approval No. 1
Meat Packing Industry

(a) Pursuant to section 3(a) of Executive Order 9697 and paragraph 4 of General Order No. 1 issued by the Stabilization Administrator on February 21, 1946, the National Wage Stabilization Board hereby finds that, as a result of the recommendation dated February 7, 1946, of the governmental appointed fact finding agency in the wage controversy in the meat packing industry involving Armour & Company, Cudahy Packing Company, John H. Morrell & Company, Swift & Company, and Wilson and Company and the United Packing House Workers of America, CIO, and Amalgamated Meat Cutters and Butchers Workmen of North America, AFL, and National Brotherhood of Packing House Workers, a general pattern of wage adjustments was established in the meat packing industry, as hereinafter defined, to the extent of a general increase to all production employees of 16 cents per hour in excess of the straight time hourly wage rates such employees were receiving in that industry on August 17, 1945.

(b) For purposes of this regulation the meat packing industry is defined as including the following:

> Wholesale slaughtering establishments engaged in slaughtering cattle, hogs, sheep, lambs, calves, and other animals on a contract basis for the trade; wholesale meat packing establishments engaged in such slaughtering for their own account for meat to be sold fresh or to be used on the same premises as the raw material in canning and curing, and in making sausage, lard and other by-products produced by meat packing companies; meat packing establishments which do no slaughtering, but purchase whole carcasses for processing on their own premises as desbribed above; and stockyards posted under the Packers and Stockyards Act.

(c) Any wage or salary increase granted to employees within the jurisdiction of the National Wage Stabilization Board and put into effect by an employer having a plant or plants, including branch houses, engaged in the meat packing industry, as defined in paragraph (b), shall be deemed approved within the meaning of Section 3(a) of Executive Order 9697 to the extent that such increase does not exceed 16 cents per hour over and above the straight time hourly wage rates such employees were receiving on August 17, 1945; provided that wages or salaries in such plant or plants normally have been adjusted in relation to wage or salary adjustments effectuated by any of the five meat packing companies specified in paragraph (a).

(d) An employer who seeks an adjustment in the price ceiling for his product or products based upon the wage or salary adjustments herein approved shall indicate to the Office of Price Administration in any price relief application the nature of and the basis for the adjustments made pursuant to this pattern approval.

(e) In accordance with Section 3(c) of Executive Order 9697, any increase not covered by the terms of this pattern approval requires the prior approval of the Board if the employer is not to be deemed to have waived, during the continuation of the stabilization laws, the right to use such increase as a basis for seeking price relief or for increasing costs to the government.

(f) On request of any employer or collective bargaining representative involved, the National Wage Stabilization Board will issue rulings as to whether any specified plant or plants come within the terms of this pattern approval.

AS APPROVED BY THE BOARD ON MONDAY - FEBRUARY 25, 1946.

NATIONAL WAGE STABILIZATION BOARD

In the Matter of:

The Applications of the Secretary of Agriculture dated February 14, and 16, 1946, for Changes in Terms and Conditions of Employment in the Plants and Facilities Seized Pursuant to Executive Orders 9685 and 9690

February 21, 1946

ORDER

WHEREAS, the President of the United States, by Executive Orders 9685 and 9690 dated January 24, 1946 and February 2, 1946, directed the Secretary of Agriculture pursuant to Section 9 of the Selective Training and Service Act of 1940, to take possession of certain plants and facilities of the following companies: Swift and Company, Armour and Company, Cudahy Packing Company, Wilson and Company, and John Morrell and Company; and to operate such plants and facilities; and

WHEREAS, Pursuant to Section 5 of the War Labor Disputes Act and Executive Order 9672 of December 31, 1945, the Secretary of Agriculture, by letters dated February 14, 1946 and February 16, 1946, has applied to the National Wage Stabilization Board, for changes in the salary rates of certain employees employed in such plants and facilities to extend to such employees salary adjustments commensurate with those ordered by the Board on the basis of the recommendations made in the "Report and Recommendations of the Fact Finding Board in the Meat Packing Industry" submitted to the Secretary of Labor by the Fact Finding Board on February 7, 1946:

NOW, THEREFORE, by virtue of and pursuant to the powers vested in it by Section 5 of the War Labor Disputes Act and by Executive Order 9672 of December 31, 1945, the National Wage Stabilization Board, having found after investigation that the increases in compensation hereafter specified are fair and reasonable, within the meaning of Section 5 of the War Labor Disputes Act, and are not in conflict with any Act of Congress or any Executive Order issued thereunder, hereby orders, with respect to the plants and facilities of the above-named companies now in the possession of the Secretary of Agriculture:

(1) That the salaries, wages, or other rates of pay of all employees in such plants and facilities, not covered by the Board's order of February 15, 1946, and whose regular compensation does not exceed $120 per week, shall be adjusted so as to reflect an increase in compensation equal to 16 cents per hour.

(2) The adjustments herein directed shall be effective as of January 28, 1946.

The terms of this Order shall become effective only after approval by the President as provided by Section 5 of the War Labor Disputes Act.

NATIONAL WAGE STABILIZATION BOARD

Approved:

The White House

By: ______________________________
Chairman

____

February 21, 1946

The President
The White House

My dear Mr. President:

I am writing to transmit for your approval an order of the National Wage Stabilization Board entered following application by the Secretary of Agriculture, under Section 5 of the War Labor Disputes Act, covering certain employees in plants, branches, and facilities of Swift & Company, Armour & Company, the Cudahy Packing Company, Wilson & Company, and John Morrell & Company, possession of which was taken by the Secretary under Executive Order 9685 and 9690.

The Board's present order deals with all employees of the companies involved whose compensation does not exceed $120 per week, and is designed to adjust their compensation in relation to the wage and salary increases already directed by the Board in its order of February 15, 1946 covering the bulk of the companies' employees in such seized plants and facilities. The Board's earlier order was transmitted to you in my letter of February 16, 1946 and is now before you for approval.

Taken together, the Board's orders of February 15 and 21 are designed to deal with all changes in terms and conditions of employment deemed fair and reasonable, after consideration of the various applications of the Secretary of Agriculture, under Section 5 of the War Labor Disputes Act. The Board's order in this case carries with it the approval of the directed adjustments under Section 3(a) of Executive Order 9697 to the extent that the employees affected fall within the Board's jurisdiction for purposes of applying that Executive Order. Before taking action on the case, the Board consulted with representatives of the Office of the Stabilization Administrator, and of the Salary Stabilization Unit of the Treasury Department.

Respectfully yours,

W. Willard Wirtz
Chairman

Encl.

Locations of member plants of the "Big Five" meat packing companies, which were listed in the Executive Order of seizure, and which are affected by today's order of the National Wage Stabilization Board covering production and salaried workers in the plants, follow:

ARMOUR AND COMPANY

Birmingham, Alabama
Los Angeles, California
San Francisco, California
Denver, Colorado
Atlanta, Georgia
Tifton, Georgia
Chicago, Illinois
East St. Louis, Illinois
Peoria, Illinois
Mason City, Iowa
Sioux City, Iowa
Kansas City, Kansas
Lexington, Kentucky
Louisville, Kentucky
Baltimore, Maryland
Boston, Massachusetts
Detroit, Michigan
St. Paul, Minnesota
St. Joe, Missouri
St. Louis, Missouri
Omaha, Nebraska
East Orange, New Jersey
Jersey City, New Jersey
Newark, New Jersey
New Bergen, New Jersey
Passaic, New Jersey
Patterson, New Jersey
Jamica, New York
New York, New York
Fargo, North Dakota
Grand Forks, North Dakota
Akron, Ohio
Cleveland, Ohio
Columbus, Ohio
Toledo, Ohio
Youngstown, Ohio
Oklahoma City, Oklahoma
Kenton, Oregon
Braddock, Pennsylvania
Johnstown, Pennsylvania
Pittsburgh, Pennsylvania
Reading, Pennsylvania
Wilkes-Barre, Pennsylvania
Huron, South Dakota
Memphis, Tennessee
Fort Worth, Texas
Spokane, Washington

(ARMOUR AND COMPANY CONT)

Green Bay, Wisconsin
Milwaukee, Wisconsin

CUDAHY PACKING COMPANY

Los Angeles, California
Denver, Colorado
Albany, Georgia
E. Chicago, Indiana
Sioux City, Iowa
Kansas City, Kansas
Wichita, Kansas
Newport, Minnesota
Omaha, Nebraska
Jersey City, New Jersey
New York City, New York
Salt Lake City, Utah

JOHN MORRELL AND COMPANY

Ottumwa, Iowa
Topeka, Kansas
Sioux Falls, South Dakota

SWIFT AND COMPANY

Montgomery, Alabama
Los Angeles, California
San Francisco, California
South San Francisco, California
Denver, Colorado
New Haven, Connecticut
Moultrie, Georgia
Chicago, Illinois
National City, Illinois
Evansville, Indiana
Des Moines, Iowa
Marshalltown, Iowa
Perry, Iowa
Sioux City, Iowa
Kansas City, Kansas
Lake Charles, Louisiana
Baltimore, Maryland
Sommerville, Massachusetts

SWIFT AND COMPANY CONT.

Cambridge, Massachusetts
Springfield, Massachusetts
St. Paul, Minnesota
South St. Joseph, Missouri
St. Louis, Missouri
Omaha, Nebraska
Harrison, New Jersey
Jersey City, New Jersey
Newark, New Jersey
New York, New York
Cleveland, Ohio
Columbus, Ohio
Clington, Oklahoma
North Portland, Oregon
Harrisburg, Pennsylvania
Watertown, South Dakota
Nashville, Tennessee
Dallas, Texas
Fort Worth, Texas
San Antonio, Texas
Milwaukee, Wisconsin
St. Louis, Missouri

WILSON AND COMPANY

Los Angeles, California
Chicago, Illinois
Cedar Rapids, Iowa
Kansas City, Kansas
Albert Lea, Minnesota
Faribault, Minnesota
Omaha, Nebraska
New York, New York
Columbus, Georgia
San Diego, California

NATIONAL WAGE STABILIZATION BOARD
Division of Public Information

FOR IMMEDIATE RELEASE
Friday, Feb. 8, 1946

NWSB - 9
(Appointments)

The National Wage Stabilization Board announced today the appointments of B.M. Joffe as acting executive director of the agency and of John A. Stuart as director of public information. Mr. Joffe, who has been director of administrative management, succeeds Abram H. Stockman, who becomes a public member of the New York Regional Board in New York City, while Mr. Stuart succeeds Joseph M. Gambatese, former Cleveland newspaperman, who has resigned to join the Washington staff of a publisher of industrial and business magazines.

Mr. Joffe had been with the National War Labor Board from 1942 first as economist and later as budget officer and administrative management director, and was appointed administrative director of the National Wage Stabilization Board upon its creation Jan. 1. He previously served as an economist for the Works Progress Administration and was a member of the faculty of Stanford University. He is co-author of "Youth Serves the Community;" is a contributor to "Foreign Affairs" and is a member of the American Economic Association and the American Society for Public Administration. Mr. Stockman, whom he succeeds, had served as executive director of the NWSB and previously as assistant general counsel in charge of enforcement for the National War Labor Board.

Mr. Stuart held public information posts at both the Washington and Cleveland Regional War Labor Boards, and since the first of the year has functioned as assistant director of public information for the NWSB. Prior to joining the War Labor Board early in 1944, he held various newspaper posts in Columbus, Springfield and Massillon, Ohio.

(NWSB 46-227)

NATIONAL WAGE STABILIZATION BOARD

FOR IMMEDIATE RELEASE
Friday, March 8, 1946

NWSB - 22
(Garrett Resignation)

The resignation of Sylvester Garrett as vice chairman and public member of the National Wage Stabilization Board was announced today by Board Chairman W. Willard Wirtz. Mr. Garrett's resignation from the agency was tendered to President Truman on Feb. 28 and accepted by the President on March 7.

The resignation becomes effective Saturday, March 9. No successor has been named as yet.

Mr. Garrett leaves government service to become Philadelphia regional manager for Gilbert Associates, Inc., an industrial engineering and labor relations consultant firm, and will assume his new duties on March 15.

Mr. Garrett's letter to the President recalled that he had come last November to Washington from Philadelphia, where he had been Chairman of the Third Regional War Labor Board, to aid in the establishment of the new National Wage Stabilization Board. He had come at that time with the understanding that his personal plans would require his leaving the federal service within a few months, the letter recalled.

The President's letter, accepting the resignation "with sincere regret" informed Mr. Garrett:

"Since coming to Washington you have given valuable service in a time of great national emergency, first as an official of the National War Labor Board, and latterly as Vice Chairman of the National Wage Stabilization Board. For all that you have done to contribute to the war effort and to the transition to a peacetime economy I desire to assure you of my heartfelt appreciation."

Mr. Garrett began his service with the government in 1938, after maintaining a law practice in Philadelphia, his home. He served as an attorney for the National Labor Relations Board, and subsequently joined the Office of Price Administration as chief counsel for the Textile, Leather and Apparel Division. In August, 1942, Mr. Garrett went to the National War Labor Board as principal mediation officer, and was appointed chairman of the Philadelphia Regional War Labor Board in December of that year.

Mr. Garrett is a graduate of Swarthmore College and the University of Pennsylvania law school, where he was awarded the Gowen Memorial Fellowship entitling him to a year of research at the school.

The letter of resignation and the reply of the President follow:

COPY

February 28, 1946

The President
The White House

Dear Mr. President:

From August 1942 until its termination, it was my privilege to serve as an official of the National War Labor Board, first as Chairman of its Regional Board in Philadelphia and, commencing last November, as a Public Member of the National Board.

In coming to Washington as Public Member, I reached an understanding with Chairman Garrison that I would function primarily on the National War Labor Board's Stabilization Division and aid in the establishment of the new Wage Stabilization Board. Since my personal plans then required that I leave government service within just a few months, it was necessary for me to have this agreement.

Today the establishment of the National Wage Stabilization Board is complete and it has been in operation for several months. Accordingly, I now tender you my resignation as Vice Chairman of the National Wage Stabilization Board to be effective, if it meets with your convenience, not later than March 9, 1946.

It has been a source of great satisfaction to participate in the work both of the War Labor Board and of the Wage Stabilization Board, and I regret the necessity now of leaving the government service.

Respectfully yours,

Sylvester Garrett

COPY

THE WHITE HOUSE
WASHINGTON

March 7, 1946

Dear Mr. Garrett:

I regret indeed that you find it necessary to leave the government service. Since that, however, is the case I accept, with sincere regret, your resignation as Vice Chairman of the National Wage Stabilization Board, effective at the close of business on March ninth next, as suggested in your letter of February twentyeight.

Since coming to Washington you have given valuable service in a time of great national emergency, first as an official of the National War Labor Board, and latterly as Vice Chairman of the National Wage Stabilization Board. For all that you have done to contribute to the war effort and to the transition to a peacetime economy I desire to assure you of my heartfelt appreciation.

Very sincerely yours,

/s/ Harry Truman

Honorable Sylvester Garrett,
Vice Chairman,
National Wage Stabilization Board,
Department of Labor Building,
Washington 25, D. C.

NATIONAL WAGE STABILIZATION BOARD
Division of Public Information

For release in morning papers
of Friday, March 8, 1946

NWSB - 21

A guiding statement of policy to assist employers and unions in the completion of collective bargaining and in the filing of wage increase applications under the new wage-price policy established by the President was announced today by the National Wage Stabilization Board.

The policy guide deals chiefly with provisions of Executive Order 9697 which permit the Board to approve, for pricing purposes, wage increases not in excess of the "general pattern" of increases in an industry or local labor area, between V-J Day and Feb. 14, 1946, and to approve increases necessary "to eliminate gross inequities as between related industries."

The statement developed the principles under which the Board will recognize pattern standards for industries and areas. Particular emphasis was laid upon the methods of applying the "gross inequities" standard to industries in which no wage increase "pattern" was established, and pointed out that the Executive Order now permits and requires comparisons in both "increases" and "rates" between such industries and those in which patterns had been established within the six-month period.

The statement noted that not all the points were adopted unanimously by the tripartite Board. Some of the points were objected to by one or another of the three groups making up the Board. Labor Members dissented from the Board's action, and a dissenting statement was filed by AFL Member Robert J. Watt. CIO Member Carl Shipley dissented on the ground that no policy interpretation should be issued at this time.

In regard to use by employers and unions of the "general pattern" standard, the Board developed these specific principles:

THAT under the new standard, "the amount of increase" placed into effect in particular industries or local labor market areas from Aug. 17, 1945 to Feb. 14, 1946 (date of the executive order) becomes the guide to recognition of "patterns," rather than a comparison in terms of "rate levels" as applied under wartime controls.

THAT in instructing the Board to recognize patterns, "The executive order refers, not to a single pattern, but to those various patterns which have developed during this six-month reconversion period in various industries and localities."

THAT recognition of industry patterns normally will follow wage increases made in "dominant" companies or groups of companies, while area patterns normally will follow adjustments made by "a substantial or significant number of companies in a local labor market area."

THAT "The Board will announce, as quickly and as currently as possible, any industry or area wage patterns which it considers sufficiently well defined to permit of general application."

THAT as pattern standards are announced, any wage increase within their terms may be made without application to the Board, and may be used before the Office of Price Administration in seeking price relief.

THAT patterns will represent neither "wage floors" nor "wage ceilings" and that in any particular case submitted to the Board for approval, the Board will consider any special circumstances "warranting or requiring a departure from the established pattern."

THAT in ruling upon a particular case, the Board will consider primarily, but not exclusively, the previous wage setting practices of the applicants.

In defining the Board's methods of applying the "gross inequities" standard to industries in which no pattern exists, the statement noted that:

"The 'gross inequity' standard differs from the similar provision of earlier executive orders in that it permits and requires a consideration of 'cross industry' inequities. This comparison as between related industries will be made both in terms of wage rate levels and in terms of a comparison of post V-J Day wage increases. This will be necessary to permit the fullest possible use of the 'established pattern' principle and to avoid inequitable results which might otherwise follow simply from the postponement, until after Feb. 14, 1946, of reconversion wage settlements in various industries."

The statement pointed out that inter-industry relationships would include (1) such factors as the similarity or interdependence of products, or management or union identity and (2) a similarity of wage rate structures or a parallelism of job classifications between two industries even though they might sell their products in entirely different markets, other considerations would be a geographical relationship or the effects of reconversion developments upon wage or salary conditions in the two industries.

The Board also pointed out that increases to correct both interplant and intra-plant "gross inequities" in wage rates are still approvable within the limits of former executive orders. And that previously-adopted policies regarding "substandard" wages also remain unchanged. In connection with application of the "cost of living" standard, the statement emphasized that the new policy permits approval of increases up to 33 percent above Jan. 1. 1941 in wage "rates" rather than in "earnings" as previously provided (in Executive Order 9651).

The statement further indicated that the organization and procedures of the Board have not been affect by the new policies, and that applications for approval of increases are to be filed, as before, in local Wage and Hour Offices of the U. S. Department of Labor, for transmittal to the 12 Regional Boards or.to the National Board. A new "Form 10" (voluntary application) is expected to be issued shortly and, in the meantime, applicants are advised to use the existing Form 10 and attach to it additional information necessitated by the new policy.

The Board's statement and the dissenting statement of Mr. Watt are attached.

The statement further indicated that the organization and procedures of the Board have not been affect by the new policies, and that applications for approval of increases are to be filed, as before, in local Wage and Hour Offices of the U. S. Department of Labor, for transmittal to the 12 Regional Boards or to the National Board. A new "Form 10" (voluntary application) is expected to be issued shortly and, in the meantime, applicants are advised to use the existing Form 10 and attach to it additional information necessitated by the new policy.

The Board's statement and the dissenting statement of Mr. Watt are attached.

STATEMENT OF THE NATIONAL WAGE STABILIZATION BOARD

March 7, 1946

Executive Order 9697, issued on February 14, 1946, provides that wage or salary increases may be used as a basis for seeking increases in price or rent ceilings or for increasing costs to the Government only to the extent that such increases come within the standards established in Section 3(a) of the Order. Larger increases may be legally made, except in certain specified industries, but insofar as they exceed these standards they may not be used as a basis for price relief or for increased costs to the Government.

The procedures which must be followed in seeking approval of proposed or agreed upon increases have been set out in the Executive Order and in the General Orders and Regulations issued by the Office of Economic Stabilization. This statement, issued by the National Wage Stabilization Board, deals primarily with the meaning and application of the wage standards themselves.

The standards in Section 3(a) of the Executive Order assure a fair and equitable consideration by the Board of all wage or salary increases which may be submitted to it for approval. They also assure wage-price stabilization by providing for approval and use, for price increase purposes, of only those wage or salary increases which are necessary to compensate for recognized reconversion developments. These standards are necessarily broader than those in the wartime executive orders, but they furnish specific guarantees that price controls are to be accompanied by adequate restrictions and limitations on the extent to which wage and salary increases are to be approved where price increases are sought.

Section 3(a) provides first that if there is a "general pattern" of reconversion wage or salary adjustments in the industry or area involved, a wage or salary increase submitted to the Board shall be approved for purposes of price relief or increased costs to the Government only to the extent that it comes within that pattern.

This "general pattern" standard appears for the first time in Executive Order 9697. After V-J Day, wage and salary controls were substantially relaxed and American industry and labor were given free rein to make, through collective bargaining, whatever reconversion wage and salary adjustments seemed appropriate. Thousands of voluntary agreements were negotiated, in hundreds of industries all over the country. Where agreements could not be reached, wage differences were referred to arbitrators and to publicly appointed fact finding panels. Executive Order 9697 accepts the results of these negotiations as standards for determining the approvability of future adjustments worked out in these same industries and areas.

The "patterns" referred to in the Order are patterns of post-V-J Day increases. Wartime wage control standards, insofar as interplant comparisons were concerned, were in terms of rate levels. Under the new standard, it is the amount of the increase generally indicated that becomes the guide.

The Executive Order refers, not to a single pattern, but to those various patterns which have developed during this six-month reconversion period in various industries and localities. Wage rates have always varied in this country as between various industries and trades and as between various local labor market areas. The impact of reconversion forces on various wage conditions has not been uniform. Some patterns have developed in terms of percentages; others in cents per hour. This reconversion wage standard must be so applied as to permit account to be taken of the variety of factors which has resulted in these differences in actual wage adjustment results.

The question of what constitutes a "general pattern" will of course depend upon the circumstances presented. Where, in a particular industry, there is a "dominant" company or group of companies, wage adjustments or settlements since V-J Day by that company or group may be assumed to reflect the adjustment of wage rates considered appropriate to meet the reconversion impact. Where a substantial or significant group of companies in a local labor market area have recently made new wage arrangements it is again a proper assumption that these adjustments constitute a reconversion "pattern" for related companies within the same area. Settlements which have been made only as interim settlements, with further adjustments clearly being contemplated by the parties, cannot of course be considered as setting patterns.

The Board will announce, as quickly and as currently as possible, any industry or area wage patterns which it considers sufficiently well defined to permit of general application. These regulations will permit the effectuation of wage increases coming within their terms to be made without specific approval, and will permit their being used, if necessary, as a basis for seeking price relief or for increasing costs on government contracts. They will not constitute wage floors or wage ceilings, and, so far as approval of different increases for price purposes is concerned, the Board will consider any special circumstances warranting or requiring departure from the established pattern in specific cases submitted to it.

The question as to what "pattern," if any, is applicable to a particular case will depend primarily, but not exclusively, upon the previous wage setting practices of the applicants involved. In certain companies, the practice in the past has been to follow rather generally a nation-wide industrial pattern of wage adjustments. In other plants, wage adjustments, including those resulting from collective bargaining, have normally been worked out primarily on the basis of local labor market area developments. It will be deemed relevant by the Board in each case whether the applicant for approval of an increase has or has not followed in the past the industry or the locality pattern upon which he now relies. If he has not, the adoption of the new pattern will have to be justified on a basis establishing the applicant's purpose as being something other than a desire to use for purposes of price relief a wage increase based on factors which were not previously considered relevant or controlling.

The Order provides that where a pattern has not been established wage or salary increases are "approvable" only to the extent they are found necessary to remove gross inequities as between related industries, plants or classifications, to correct substandard wage conditions, or to eliminate disparities between wage or salary increases and the increase in the cost of living.

The "gross inequity" standard differs from the similar provision of earlier Executive Orders in that it permits and requires a consideration of "cross-industry" inequities. This comparison as between related industries will be made both in terms of wage rate levels and in terms of a comparison of post V-J Day wage increases. This will be necessary to permit the fullest possible use of the "established pattern" principle and to avoid inequitable results which might otherwise follow simply from the postponement, until after February 14, 1946, of reconversion wage settlements in various industries.

The Executive Order contemplates recognition of at least two types of inter-industry relationships as a basis for granting approval to eliminate "cross-industry" inequities. The first includes those relationships sometimes, although not always, reflected in such factors as the similarity or interdependence of products, or management or union identity. A second type of inter-relationship would be reflected in a similarity of wage rate structures or a parallelism of job classifications even as between two industries which might sell their products in entirely different markets. A geographical relationship might similarly be taken into account. In considering a claim of "gross inequities" as between rates in related industries, it will be relevant that the effects of reconversion developments upon wage or salary conditions have been the same or different in the two industries. The Board will consider in any case coming before it the possible applicability to one industry of a "pattern" established in another industry where the circumstances, taken as a whole, appear to be similar.

With respect to the inter-plant and intra-plant (related classification) "gross inequities" standards, it may be expected that the Board will follow much the same lines marked out by it in connection with the application of the similar standard in previous Executive Orders. This is also true with respect to the provision covering substandard wages.

The provision in the Order covering cost-of-living increases differs in one substantial respect from the similar provision in Executive Order 9651. The Board is authorized to correct disparities between cost-of-living increases and increases in wage rates instead of those found by reference to increases in earnings (as under E.O. 9651). The order establishes the January 1941 to September 1945 period as the period for which the increase in the cost of living is to be determined. This increase has been fixed previously, by the Stabilization Administrator, at 33 percent.

The Board, in issuing this statement, makes it clear that it cannot thereby be committed to a particular disposition of any specific case which is presented to it for consideration. Not all of the statements made here represent the unanimous view of all sides of the tripartite Board. They are not intended to set limits upon collective bargaining, but simply to indicate the extend to which wage agreements will receive Board approval.

Insofar as the physical operation of the Board is concerned, the organization and procedures remain unchanged under the new policies. Local Wage and Hour offices of the United States Department of Labor will continue to receive all applications.

A new "Form 10" application is now being printed and will be distributed to all Wage and Hour offices as quickly as possible. Pending such distribution, applicants are asked to utilize the existing "Form 10" and to attach such supplementary information as they think applicable to their individual case in conformity with the new policies.

- STATEMENT OF MR. WATT, A. F. OF L. MEMBER -

I dissent from the issuance of a policy statement concerning the Government's new wage policy in the absence of a definition of Executive Order 9697. My disagreement is based on the recital of facts and the failure of this board to assure equality of treatment for all workers.

The facts reveal that in January 1946, the President of the United States announced a wage standard of eighteen and one-half cents (.18½¢) per hour increase above the wage rates in effect August 18, 1946. Under Executive Order 9697 this standard was established as a general pattern.

With the establishment of this pattern, the Stabilization Administrator on February 21, 1946, issued a General Order giving pre-approval of eighteen and one-half cents (.18½¢) per hour to any plant engaged in basic steel industry, iron ore mining industry, and steel processing or fabricating industry, where such increase was put in effect in settlement of a strike existing on February 14, 1946. Similar plants not on strike were exempted from this order.

This conception of the Government so called wage policy reflects a general wage pattern only for those workers who were on strike on February 14, 1946, with few exceptions blanketed into this privileged class, and closes the door on the millions of other workers who would rather follow the orderly procedure of collective bargaining. It is an invitation to these workers to resort to other means to gain their just and equal rights.

The statement of policy adopted by the Board's majority is full of uncertainties and can only contribute more confusion to an already serious situation with the inevitable result of further industrial unrest.

IMMEDIATE RELEASE FEBRUARY 25, 1946

EXECUTIVE ORDER

9699

RE-ESTABLISHING THE OFFICE OF ECONOMIC STABILIZATION

By virtue of the authority vested in me by the Constitution and statutes, including section 2 of the act of October 2, 1942, 56 Stat. 765, and Title I of the First War Powers Act, 1941, and as President of the United States, it is hereby ordered as follows:

1. The Office of Economic Stabilization, established by Executive Order No. 9250 of October 3, 1942, together with an Economic Stabilization Director at the head thereof, is hereby re-established, with the same functions, powers, and duties which it possessed immediately prior to the issuance of Executive Order No. 9620 of September 20, 1945. All functions, authority, records, property, personnel, and funds of the Office of the Stabilization Administrator designated pursuant to Executive Order No. 9620 are transferred to the Office of Economic Stabilization, including the functions and authority vested in the Stabilization Administrator by Executive Order No. 9697 of February 14, 1946.

2. The Economic Stabilization Board, established by Executive Order No. 9250, is hereby re-established on its former basis in the Office of Economic Stabilization, with the following membership: The Economic Stabilization Director as Chairman, the Secretary of the Treasury, the Secretary of Agriculture, the Secretary of Commerce, the Secretary of Labor, the Federal Loan Administrator, the Chairman of the Board of Governors of the Federal Reserve System, the Director of the Bureau of the Budget, the Chairman of the Securities and Exchange Commission, the Price Administrator, the Administrator of the National Housing Agency, the Chairman of the National Wage Stabilization Board, and two representatives each of labor, management, and farmers to be appointed by the President.

3. All prior regulations, orders, rulings, directives, and other actions relating to any function affected by this order shall remain in effect except insofar as they are in conflict with this order or are hereafter amended under proper authority.

4. All prior Executive orders in conflict herewith are amended accordingly.

HARRY S. TRUMAN

THE WHITE HOUSE,

February 21, 1946.

(NWSB 46-342)

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IMMEDIATE RELEASE FEBRUARY 14, 1946

EXECUTIVE ORDER

9697

PROVIDING FOR THE CONTINUED STABILIZATION OF THE NATIONAL ECONOMY DURING THE TRANSITION FROM WAR TO PEACE

By virtue of the authority vested in me by the Constitution and statutes of the United States and particularly by the First War Powers Act of 1941, the Second War Powers Act of 1942, as amended, and the Stabilization Act of 1942, as amended, and for the purpose of maintaining the stabilization of the economy in the present emergency, it is hereby ordered:

1. For the duration of the existing emergency, all departments and agencies of the Government shall, in any matter affecting the stabilization of the economy in which they have discretion in the use of their powers, exercise such discretion in such manner as will best promote the continued stabilization of the economy. It is the policy of the Government, in order so far as possible to prevent price increases, that there be prompt and firm enforcement, during the present emergency, of Government controls over scarce materials and facilities.

2. (a) Notwithstanding the provisions of Executive Order 9599 of August 18, 1945, as amended, and of the regulations issued thereunder, the Price Administrator shall promptly provide for the adjustment of price ceilings in any case in which he finds that an industry is in a position of hardship as a consequence of an approved increase in wages or salaries, as defined herein. An industry shall be considered to be in hardship if, after taking the entire amount of such wage or salary increase into consideration, the Administrator finds that the industry's current ceiling prices will leave it in an overall loss position or in an earnings position requiring adjustment on the basis provided in this section.

(b) The adjustment to be provided shall be such as, in the judgment of the Price Administrator, will be sufficient, for the twelve months following the adjustment, to enable the industry, unless operating at a temporary low volume, to earn an average rate of profit equal as nearly as may be to the rate of return on net worth earned by the industry in the peacetime base period applicable to that industry, and, in the case of commodities which are the subject of special statutory requirements, to a rate of return sufficient to satisfy such requirements. Except to the extent necessary to reflect the abnormal costs and reduced earnings incident to temporary operation at low volume, in no case shall the Administrator provide an adjustment insufficient in amount to prevent loss operation at the time of the adjustment.

(c) The Price Administrator shall develop standards of adjustment consistent with the purposes of this order to be applied in the case of an industry-wide action affecting an industry operating at temporary low volume.

(OVER)

(d) In those cases in which the price regulations provide for the establishment or adjustment of ceiling prices on an individual-firm basis the Price Administrator shall establish such standards of adjustment as in his judgment are administratively workable and consistent with the purposes of this order. He shall establish similar standards to be applied in the case of the establishment or adjustment of rent ceilings.

(e) The Stabilization Administrator shall by regulation or order establish such standards as in his judgment are administratively workable and consistent with the purposes of this order for determining the extent to which wage or salary increases in excess of the standards for approval of such increases prevailing prior to this order may be used, in the case of products or services being furnished under contract with a Federal procurement agency, as a basis for increasing costs to the United States.

3. (a) The National Wage Stabilization Board or other wage or salary stabilization agency having jurisdiction with respect to the wages or salaries involved shall approve any wage or salary increase, or part thereof, which it finds is consistent with the general pattern of wage or salary adjustments which has been established in the industry or local labor market area, between August 18, 1945, and the effective date of this order, or, where there is no such general pattern, which it finds necessary to eliminate gross inequities as between related industries, plants or job classifications, to correct substandards of living, or to correct disparities between the increase in wage or salary rates in the appropriate unit since January 1941 and the increase in the cost of living between January 1941 and September 1945. The Board or other designated agency shall have authority with the approval of the Stabilization Administrator, to establish special standards for approval of wage or salary increases, differing from the foregoing general standards, to be applied in particular industries or classes of cases if it finds that such action is necessary to effectuate the purposes of this order.

(b) The Stabilization Administrator may, by regulation, specify classes of wage or salary increases which will in his judgment, have no unstabilizing consequences and which may be deemed approved within the meaning of this order without prior consideration by the wage or salary stabilization agencies. Such regulations may make special provision for cases, among others, in which (1) the increase is to be of limited amount, or (2) a small number of employees will be involved, or (3) there will be in all probability no substantial effect upon price or rent ceilings or costs to the United States.

(c) Except as the Stabilization Administrator may by regulation otherwise provide, the making, after the effective date of this order, of any wage or salary increase pursuant to Part IV, section 1, of Executive Order 9599, without the prior approval of the National Wage Stabilization Board or other designated wage or salary stabilization agency having jurisdiction with respect to the wages or salaries involved, shall constitute a waiver of any right of the employer to use such increase, at any time during the continuation of the stabilization laws, as a basis for seeking an increase in price or rent ceilings or, in the case of products or services being furnished under contract with a Federal procurement agency, as a basis for increasing costs to the United States. The Stabilization Administrator shall have authority to provide by regulation that wage or salary increases of a particular class shall be unlawful unless made with the prior approval of the Board or other designated agency, if in his judgment such action is necessary to prevent wage or salary increases inconsistent with the purposes of the stabilization laws.

(d) In accordance with and subject to the provisions of section 2 of this order, any wage or salary increase heretofore lawfully made, or made in accordance with a governmental recommendation in a wage controversey announced prior to the effective date of this order, shall be deemed to have been approved within the meaning of this order, and may be taken into account as a basis for increasing price or rent ceilings or, in the case of products or services being furnished under contract with a Federal procurement agency, as a basis for increasing costs to the United States.

(e) All arbitration awards, and all recommendations of publicly-appointed fact-finding panels, with respect to wage or salary issues shall conform with the standards of this order and the regulations and directives issued thereunder. No wage or salary increases shall be put into effect in accordance with any such awards or recommendations, hereafter announced, unless and until approved by the appropriate wage or salary stabilization agency, or unless such awards or recommendations are voluntarily accepted by the parties on the basis stated in the first sentence of subsection (c) of this section.

4. The Stabilization Administrator, in the Office of War Mobilization and Reconversion, shall have full authority to issue such orders and directives as may be necessary, in his judgment, to carry out the purposes of this order.

5. Any provision of any prior Executive Order in conflict herewith is hereby superseded to the extent of such conflict.

6. This order shall become effective February 14, 1946.

(Sgd) HARRY S. TRUMAN

THE WHITE HOUSE

February 14, 1946.

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IMMEDIATE RELEASE FEBRUARY 14, 1946

STATEMENT BY THE PRESIDENT

In my message to Congress on the State of the Union, I said:

> "..... everyone who realizes the extreme need for a swift and orderly reconversion must feel a deep concern about the number of major strikes now in progress. If long continued, these strikes could put a heavy brake on our program."

These work stoppages have continued and some of them are serious enough to threaten our economy with almost complete paralysis.

They are accompanied by inflationary pressures that also threaten the stability of our economy.

At such a time, it is necessary for the Government to bend every effort to put our economy back to work, to assert control over the forces of inflation in the interest of all the American people, and to remove any doubt that the government means to enforce its program. I call upon management, labor, farmers - the American people as a whole - and their representatives in Congress to give this effort their unqualified support.

Let me review some of the recent developments. Last August I accounced a wage-price policy under which the determination of wages was returned to free collective bargaining within the framework of the present price level. Labor and management were set free to adjust wage rates to whatever extent was possible without raising prices. I urged industry to negotiate wage adjustments in order to cushion the reduction in the take-home pay of millions of American workers resulting from the loss of overtime, downgrading, and other factors. I emphasized that wage adjustments would have to vary from industry to industry, or firm to firm, according to the merits of each situation.

I had confidently hoped that, as a result of free and sincere collective bargaining, our reconversion program would proceed vigorously and in an orderly fashion. And, indeed, under this policy many thousands of wage adjustments have been made by mutual agreement without affecting prices. Nonetheless, collective bargaining has broken down in many important situations. Several major strikes are in progress. Vitally needed production is lagging.

It is imperative that production in great volume be accomplished. We face real difficulties. Many workers have found their weekly pay greatly reduced. Many companies, squeezed between costs and prices, are not in a position to wait through a six months' period as heretofore required before seeking price adjustments. This is especially true in some instances where there is a complete change from war production to civilian production. It is likewise true in the case of small companies which lack the ample reserves of many large corporations. Many small businesses were at a disadvantage during the war. They must not be so in peace.

I am now modifying our wage-price policy to permit wage increases within certain limits and to permit any industry placed in a hardship position by an approved increase to seek price adjustmeents without waiting until the end of a six months' test period, as previously required.

If the general level of prices is to remain stable in the next few critical months, the immediate price relief in such cases must be conservatively appraised. It must, however, be sufficient to assure profitable operation in the test period to an industry not producing at low volume. If the expected improvement in earnings should fail to materialize in any industry, OPA will move promptly to review its action. Appropriate relief in line with the modified policy may be accorded, where practicable, to individual firms.

I am authorizing the National Wage Stabilization Board to approve any wage or salary increase, or part thereof, which is found to be consistent with the general pattern of wage or salary adjustments established in the industry or local labor market area since August 18, 1945. Where there is no such general pattern, provision is made for the approval of increases found necessary to eliminate gross inequities as between related industries, plants, or job classifications, or to correct substandards of living, or to correct disparities between the increase in wage or salary rates since January, 1941, and the increase in the cost of living between that date and September, 1945.

This wage program, therefore, takes into account the thousands of wage agreements reached before and after VJ-Day. While many groups of wage and salary earners may qualify for increases under this policy, in order to bring their pay into line with the increased cost of living, or with the existing wage levels of the industry or area, the program is not to be interpreted as permitting indiscriminate wage increases. The executive order provides that the Stabilization Administrator shall determine those classes of cases in which a wage increase may be put into effect without requiring prior Wage Stabilization Board approval and without any waiver of any rights to ask for price relief. These cases will include all those in which the increase will clearly not have an unstabilizing effect. It is contemplated that many of those increases coming within the present pattern of wage increases will not have to have individual approval. I hope that free collective bargaining will be used to the fullest possible extent.

Increases outside and beyond this general policy cannot be approved without subjecting the workers and the public to the danger of inflation. It is to the best advantage of the American worker, above all other groups, that the price line be held.

The change now being made in our wage and pricing standards can succeed only with the support of business, labor, Congress, all the agencies of the Administration, and the rank and file of the American people.

I am directing that all administrative agencies use their full legal powers, including emergency powers delegated to them under the Second War Powers Act, to assist the Office of Price Administration in meeting the government's responsibility for retaining control over the forces of inflation.

Priorities and allocations powers will be used vigorously wherever necessary to prevent increases in prices. There will be a strict enforcement of inventory controls. The resources of the Treasury and Justice Departments will be called upon when necessary to assist in enforcing these controls.

I trust that the Congress will: (1) extend the stabilization statutes without amendment and will do so with all possible speed so that there may be no question in anyone's mind concerning the determination of the Congress to see the fight against inflation through to the finish; (2) extend the subsidy program for another full year; (3) enact promptly the Patman Bill to establish price controls over housing(present speculation in the real estate market is one of the most dangerous aspects of the present situation and one which works particular hardship on our millions of returning veterans and their families); (4) extend promptly the Second War Powers Act, so that the emergency powers we found necessary during the war may continue to be exercised wherever necessary in dealing with the economic aftermath of war.

Only by measures such as these can we hope to retain our controls as a people over our own economic future. But even these measures will fail us unless the American people dedicate themselves to support of the national economic stabilization program.

I welcome this because I am determined that this country shall avoid the misery and disaster of inflation and that our vast resources of purchasing power shall be a stepping stone to a fuller, richer life rather than be permitted to spend themselves in a brief orgy of inflation and disaster.

I call upon both management and labor to proceed with production. Production is our salvation. Production is the basis of high wages and profits and high standards of living for us all. Production will do away with the necessity for government controls.

I call upon the American people to close ranks in the face of a common enemy - the enemy which after the last war turned our military victory into economic defeat. I call upon every citizen of this great Nation to join in a united effort to consolidate our military victories this time by winning through to final victory over inflation.

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IMMEDIATE RELEASE IMMEDIATE RELEASE

NATIONAL WAGE STABILIZATION BOARD

DIVISION OF PUBLIC INFORMATION

For Immediate Release in Papers
of Wednesday, January 2, 1946

Release No. 2

The National Wage Stabilization Board announced today personnel of the National Board and the chairman of Regional Boards and Commissions which began operating today under an Executive Order assigning to the NWSB the remaining wage stabilization functions exercised by the National War Labor Board.

Chief function of the new agency will be to rule upon applications for approval of voluntary wage increases which may affect prices or rent ceilings, or result in higher costs to the government. The Board determines whether such wage increases may be used as a basic for seeking price relief, no approval being needed, however, to put the increase into effect if the employer desires. The Board will exercise jurisdiction over wage decreases, which require prior approval before they may be put into effect and, further, will administer enforcement of the Wage Stabilization Act of Oct. 2, 1942. One branch of the Board, the Wage Adjustment Board, will continue to administer controls over all wage adjustments in the building and construction industry, which also continue to require advance approval.

The new agency has no authority to settle labor-management disputes over wages or any other issues.

Public members of the six member, tripartite National Board, who also served on the tripartite Wage Stabilization Division which previously functioned within the War Labor Board, are W. Willard Wirtz, chairman, and Sylvester Garrett, vice chairman. Mr. Wirtz had been assistant professor of law at both Northwestern University and the University of Iowa, and served as assistant general counsel of the Board of Economic Warfare before joining the National War Labor Board as co-chairman of the Appeals Committee in January, 1944. He was chairman of the Kansas City Regional Board from February until June, 1945, when he became counsel and disputes director of the National Board. Mr. Garrett is former chairman of the Third Regional WLB at Philadelphia.

Industry and labor members of the National Board, all of whom served on the tripartite Wage Stabilization Division, are:

Industry - - Earl N. Cannon, vice president of the American Trucking Association and the Yellow Truck Lines, Inc., Madison, Wis. and R. Randall Irwin, on leave as assistant to the vice president of the Lock heed Aircraft Corp., Burbank, Calif. Alternates are James D. Marshall, assistant managing director of Associated General Contractors of America, Washington, D. C., and A. Colman Barrett, secretary to the Master Printers Section of the Printing Industry of America and former executive assistant for industry members of the WLB.

Labor - - Robert J. Watt, international representative of the American Federation of Labor, and Carl J. Shipley, international representative of the United Automobile Workers, CIO, assigned to the Washington office. Alternates are Walter Mason of Barberton, O., organizer for the American Federation of Labor,

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John H. Leonard of Lawrence, Mass. international representative of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees, AFL, and David R. Stewart of Hammond, Ind., a member of the executive board of the Oil Workers International Union, CIO.

Abram H. Stockman has been named Executive Officer of the agency, a capacity which he held with the Wage Stabilization Division. Other administrative heads of the Board, who have served in various capacities with the War Labor Board, are Paul Guthrie, director of the case analysis and program appraisal division; Philip C. Brownell, general counsel; Boris M. Joffe, director of Administrative management, and Joseph M. Gambatese, director of public information. Co-chairman of the National Board's Review Committee will be Phillips L. Garman and Peter seitz.

Chairman of the 12 Regional Boards, also of six-member tripartite composition, are as follows:

Region I, Boston, Pearce Davis, former chairman of the National Telephone Commission; Region II, New York City, Sidney Sugarman, former chairman of the Hawaiian Territorial Board; Region III, Philadelphia, Joseph Bell, former vice chairman of the Regional WLB; Region IV, Atlanta, Ga., Henry Meyer, former vice chairman of the Telephone Commission; Region V, Cleveland, George Maxwell, former chairman of the NWLB Appeals Committee; Region VI, Chicago, John C. McCurry, former vice chairman of the Regional WLB; Region VII, Kansas City, Jack G. Day, who has been chairman of the Regional WLB; Region VIII, Dallas, Tex., A. Langley Coffee, who has been chairman of the Regional WLB; Region IX, Denver, J. Glen Donaldson, who has been chairman of the Regional WLB; Region X, San Francisco, Thomas Fair Neblett, who has been chairman of the Regional WLB; Region XI, Detroit, John P. Boyce, former regional attorney for the Regional WLB; Region XII, Seattle, Wash., John B. McCourt, former vice chairman of the Regional WLB.

Although no Board will be maintained in the Territory of Hawaii, Curtis Aller, formerly with the Territorial WLB, will be the agency's representative. Cases will be submitted to the National Board for action.

Public Members of the Wage Adjustment Board will continue to be Daniel W. Tracy, chairman; Arthur D. Hill, co-Chairman, and Louis C. Berman, alternate public member. Offices of the Board are in Washington, D. C.

Of 12 other industry Commissions and Panels, only three will continue to function, all to carry out limited duties under previous decisions of the National War Labor Board. The Steel Commission, with headquarters in Pittsburgh, has authority to approve agreements and decide disputes in regard to adjustments to correct intra-plant wage rate inequities in 36 steel companies and any others covered by the basic steel decision of Nov. 25, 1944. The Southern Textile Commission, with headquarters in Atlanta, will continue to effectuate the provisions of a directive order of Feb. 20, 1945, in the cases of 23 Southern cotton textile companies. The Meat Packing Commission has jurisdiction limited to wage matters arising in plants covered by master agreements between five companies and three unions under the NWLB's order of Feb. 20, 1945.

Public Members of the three Commissions follow:

Steel Commission - - William E. Simkin and Theodore W. Kheel, co-chairmen.

Textile Commission - - Paul N. Guthrie, chairman.

Meat Packing Commission - - Clark Kerr, chairman, and William Lee Knous, public member.

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NATIONAL WAGE STABILIZATION BOARD
Division of Public Information

FOR IMMEDIATE RELEASE
Friday, April 12, 1946

NWSB - 37
(General Wage Approval No. 7-
Electrical Industry)

A general wage and salary regulation providing for pre-approval for pricing purposes of increases up to 18½ cents an hour above their August 17, 1945 rates for employees of the nation's electrical industry was announced today by the National Wage Stabilization Board.

The pre-approval regulation, to which industry members dissented, was predicated upon the provisions of Executive Order 9697. It limits the approval to plants engaged in certain specified manufacturing operations defined in the regulation, and in which general wage and salary increases during wartime (specifically: between Jan. 1, 1941 and August 17, 1945) were not less that 13 cents or more than 18 cents an hour.

In reference to the 13-18 cent range, an accompanying statement of the Board explained that the pre-approval is "limited to plants where the wartime general wage rate increases generally were in line with those in plants in which increases up to 18½ cents have already been found approvable". The Board's action in fixing a range thus defines more specifically the standard it will use in testing whether a wage increase is "in line with" increases already approved for other plants in the industry.

The regulation limits the pre-approval to cases in which a wage adjustment has been finally determined upon or agreed to by the party or parties involved. In this connection the Board statement asserted that "Inasmuch as the purpose of this pre-approval is solely to eliminate procedural delays which might follow wage settlements, it can be given no proper effect by either party to an unresolved wage dispute."

Employers seeking price relief based upon the regulation are instructed to indicate to the OPA that the adjustments have been made or agreed upon according to the terms of the regulation and to furnish proof that their wartime wage adjustments were within the provisions of the regulation.

A concurring opinion written by Walter J. Mason, AFL labor member, sets forth the AFL basis for assenting to issuance of the approval regulation.

The Board statement, the text of the wage approval and the concurring opinion are attached.

NATIONAL WAGE STABILIZATION BOARD

STATEMENT FOR RELEASE IN CONNECTION WITH ELECTRICAL INDUSTRY, GENERAL WAGE APPROVAL

In connection with the issuance of this order, the Board authorized issuance of the following statement:

General Wage Approval NO. 7 is issued pursuant to the provisions of Executive Order 9697 and Section 308 of the Supplementary Wage and Salary Regulations of the Office of Economic Stabilization, of March 8, 1946.

Wage increases approximating 18½ cents, made by certain large companies in the electrical industry, have been approved pursuant to the terms of Ececutive Order 9697. Some of these increases were made prior to February 14, 1946 and were approved by the terms of the order itself. Others were approved by the Board under the provision of the Executive Order covering gross inequities as between related industries.

There have also been negotiated in smaller plants in this industry, since August 17, 1945, a great many interim agreements, fixing immediate increases and providing for reopening upon the conclusion of agreements in the larger plants.

This is a large, scattered and heterogeneous industry. It includes many plants in which wage rates are bargained out or set in relationship to the rates in the large plants referred to above. It also includes, however, hundreds of other plants, with basically different operations, and with wage practices which are entirely unrelated to those of the large electrical companies.

The electrical industry is peculiarly one in which there is an especially broad interest in expediting the achievement of full reconversion and peacetime production. The issuance of General Wage Approval No. 7 removes procedural delays upon the completion of wage settlements which might otherwise retard the achievement of full production. It recognizes, at the same time, that the precedents already set may not be considered controlling in plants where rates have previously been established without reference to those in the larger companies. The pre-approval granted by the Board is accordingly limited to plants where wartime general wage rate increases generally were in line with those in plants in which increases up to 18½ cents have already been found approvable.

Inasmuch as the purpose of this pre-approval is solely to eliminate procedural delays which might follow wage settlements, it can be given no proper effect by either party to an unresolved wage dispute. It may cover some situations in which a complete analysis would indicate the approvability of an increase different from that here indicated. The order obviously constitutes no standard for increases in plants not coming within its terms.

Title 29 - Labor

Chapter VI - NATIONAL WAGE STABILIZATION BOARD

Part 805 - GENERAL WAGE APPROVALS

General Wage Approval No. 7

ELECTRICAL INDUSTRY

Section 805.7 General Wage Approval for the Electrical Industry

This approval is issued pursuant to Section 3(a) of Executive Order 9697 dated February 14, 1946, and Sections 303 and 308(a) of the Supplementary Wage and Salary Regulations of the Office of Economic Stabilization, dated March 8, 1946.

(a) Any wage or salary increase granted to employees within the jurisdiction of the National Wage Stabilization Board who are employed in a plant coming within the definition of Paragraph (b) (1) hereof shall be deemed approved within the meaning of Section 3(a) of Executive Order 9697 to the extent that such increase does not exceed 18½ cents per hour over and above the straight-time rates paid on August 17, 1945.

(b) This approval shall apply only to wage or salary increases to employees in plants:

(1) Which are engaged primarily in manufacturing one or more of the following items: radios, radio tubes, phonographs; telephone and telegraph equipment and electric signalling apparatus; electrical refrigerators and refrigeration machinery, including compressors, evaporators, condensers and other related mechanical devices essential to electrical refrigeration; complete electrical air-conditioning units; household electrical appliances, including heating, cooking, cooling, cleaning and laundry equipment; lighting fixtures; wiring devices and supplies; carbon and artificial graphite products for the electrical industry; electrical measuring instruments; electrical prime movers and other electric power equipment (including motors, generators, steam turbine generator sets, transformers, switchboards, panel-boards, and other transmission accessories) for employment in the generation, transmission or utilization of electric energy; wire and cable for the transmission of electrical energy; automotive electrical equipment; electric lamps; storage and primary batteries (wet and dry); or electrotherapeutic and electromedical apparatus; and

(2) In which general wage or salary rate increases, which in the aggregate were not less than 13 cents per hour and not more than 18 cents per hour, were granted during the period between January 1, 1941 and August 17, 1945.

(c) An employer who seeks an adjustment in the price ceiling for his product based upon the wage or salary adjustments herein approved shall indicate to the Office of Price Administration in any price relief application that the adjustments have been made or agreed upon pursuant to this general wage approval, and shall set out the wage rate information called for by Paragraph (b)(2) hereof.

(d) In accordance with Sections 201 and 202 of the Supplementary Wage and Salary Regulations of the Office of Economic Stabilization, issued March 8, 1945, any increase in a plant in the electrical industry not covered by the terms of this general wage approval requires the prior approval of the Board or the filing of a notice with the appropriate Regional Wage Stabilization Board if the employer is not to be deemed to have waived, during the continuation of the stabilization laws, the right to use such increase as a basis for seeking price relief or for increasing costs to the Government. The terms of this preapproval shall not constitute any standard for the approvability of wage or salary increases to employees in any plant not satisfying the conditions set forth in Paragraphs (b) (1) and (2) hereof. This pre-approval shall have effect only where a wage or salary adjustment has been finally determined or agreed upon by the party or parties involved.

(e) On request of any employer or collective bargaining representative involved, accompanied by pertinent factual information, the National Wage Stabilization Board will issue rulings as to whether any specified plant or plants come within the terms of Paragraph (b) (1) and (2) of this general wage approval. Where there is a collective bargaining representative involved, a copy of the request from either party for a ruling under this approval must be served upon the other party, and the request shall indicate such service.

Approved: April 11, 1946 s/ B. M. Joffe
Executive Director

CONCURRING OPINION OF WALTER J. MASON, AFL LABOR MEMBER

We concur in the adoption of the General Wage Approval Order for the Electrical Products Industries, because the pattern providing for 18½ cents above that being paid on August 18, 1945, is in conformity with the wage standard advanced by the President of the United States in January 1946, and established by Executive Order 9697 on February 14, 1946, and on the basis that this change in the Government's wage policy was equivalent to an order of the Board for a general pattern in all industries.

We are unable to agree with the limitations outlined in Paragraph 2 (a & b) of the Order, but concurred solely to the extent to eliminate procedural delays which might follow wage settlements made by the party or parties in the thousands of plants covered under this Order.

May 29, 1946

To: Miss Plunkett
From: Alice Angus
Re:
National Wage Stabilization Board Policy as it Affects Wage Rates for Women.

1. General Wage Price Policy /1

Present national wage price policy permits employers, without advance National Wage Stabilization Board approval, to make wage increases on whatever basis provided no price increases are involved.

Advance NWSB approval is required for: (1) Wage decreases below the highest rate~~s~~ paid for that particular job between January 1 and September 15, 1942; and (2) Wage increases which involve price increases - Except where such wage increases are authorized by general order, or general industry wage approval, giving employers blanket approval to make certain wage increases automatically while retaining the right to apply for price increases.

General Order 43, issued by NWSB on March 20, 1946, gives employers advance approval to make wage increases up to 65 cents an hour, and certain bonus, merit, and incentive plan increases. (Note: According to NWSB press release of May 10, 1946, the only general orders remaining in effect are numbers 6, 13, 22, 41, 42, and 43. Of these, General Order 43 is the only one that gives advance approval of wage increases involving price increases.)

2. Equal Pay for Women.

General Order 16. The National War Labor Board issued General Order 16 in November, 1942, authorizing employers, without advance approval by the Board, voluntarily to equalize wage rates of women with those of men "for comparable quantity and quality of work on the same or similar operations", provided that such wage adjustments did not involve price increases. All subsequent revisions and amendments to the order contained a similar proviso, limiting application of the order to wage increases in which price relief was not involved.

The National Wage Stabilization Board revoked General Order 16 on May 9, 1946, stating that the order was "rendered obsolete by national wage-price policy". In other words, since wage increases that do not involve price increases may now be made without reference to the basis for the increase, there is no longer any need for a separate order authorizing such increases on the basis of equalizing women's rates with those of men.

National Wage Stabilization Board Policy on Equal Pay. The equal pay principle as established by the NWLB in General Order 16 for voluntary application by employers was also applied by the Board in dispute cases. Some of these cases involv~~ing~~ed price relief. NWSB staff members consulted by the Women's Bureau on present policy were unable to ~~xxxx~~ locate any cases brought to the NWSB in which price relief was requested for the purpose of equalizing women's rates with those of men. They suggested, however, that if an employer applied for price relief on this basis, and the facts showed that the requested wage adjustment was a proper application of the equal pay principle, it is a reasonable assumption that the Board would approve it.

Furthermore, it was agreed that a reasonable ~~application of the~~ interpretation of General Order 43 would appear to authorize employers to make such adjustments

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/1 Established pursuant to National Wage Stabilization Act of 1942; Exec. Order 9697 of Feb. 14, 1946; previous Exec. Orders 9599, 9620, 9651, & WMR directive of Oct. 12, 1946.

to equalize women's rates with those of men

without applying for approval in a specific case. General Order 43 gives employers advance approval to make wage increases where price relief may be involved under conditions which fall within~~g~~ any one of four principal categories, ~~that~~ including:

> "(d) Any wage increase to eliminate or correct intraplant inequities made at any time in accordance with a job evaluation plan established prior to Feb. 14, 1946, or approved thereafter. Any individual increases so made shall not serve as a basis for subsequent approval of any other wage increases for the purpose of eliminating intra-plant inequities."

ACTS ON PAY-PRICE POLICY

Federal Wage Board Rejects Rises Given Prior to Approval

WASHINGTON, May 1 (U.P.)—The Wage Stabilization Board said tonight that it could not act on wage increases which are to be used as a basis for price relief if they were ordered prior to board approval.

The Federal agency issued its statement after the New York regional board had voted unanimously against considering an application of Zylo Ware Corporation of Long Island City for approval of a pay rise of $3 a week for 275 employes represented by the United Optical Workers affiliated with the Congress of Industrial Organizations.

The rise was granted on March 28 and application for price relief was filed on April 1.

Senate Passes Long-Range Bill On Housing With Wage Clause

Special to THE NEW YORK TIMES.

WASHINGTON, April 15—The Wagner-Ellender-Taft long-range housing bill, designed to aid in the construction and financing of 12,500,000 urban and rural homes in the next ten years, was passed by a voice vote of the Senate today and sent to the House.

At the same time the House, receiving its emergency veterans' home-construction measure back from the Senate with an amendment calling for $600,000,000 of Federal subsidies to spur the production of building materials, refused to accept it in that form. It ordered the legislation to conference. Under the emergency program it is hoped to have 2,700,000 homes built this year and next, with priorities in purchase and rentals going to veterans of World War II.

The Senate, before giving final approval to the long-range bill, brushed aside a protest from Raymond M. Foley, Commissioner of Federal Housing, and wrote into the measure a requirement that "wages prevailing in the locality in which the work is performed" be paid on all construction jobs under the program, as organized labor had urged.

The head of the Federal Housing Administration, in a letter to Senator Barkley, the majority leader, in charge of the bill, stated the proposed amendment would "seriously curtail if not completely destroy" the insurances of mortgages on one-to-four-family dwellings.

It was indicated that the American Federation of Labor, strongest in the building trades field, feared that without the "prevailing wage' clause, unskilled workers might b employed at putting together pre fabricated houses. An estimate one-third of the homes covere by the program were expected to be of the "prefab" type.

The wage amendment was adopted by a vote of 51 to 20,

Continued on Page 29, Column 5

WSB

New Order On Wages

9647

Washington, D. C.—That portion of the President's executive order dealing with the new wage regulations follows:

Shall ap. [illegible]

3. (a) The National Wage Stabilization Board or other wage or salary stabilization agency having jurisdiction with respect to the wages or salaries involved shall approve any wage or salary increase, or part thereof, which it finds is consistent with the general pattern of wage or salary adjustments which has been established in the industry or local labor market area, between Aug. 18, 1945, and the effective date of this order, or, where there is no such general pattern, which it finds necessary to eliminate gross inequities as between related industries, plants or job classifications, to correct substandards of living, or to correct disparities between the increase in wage or salary rates in the appropriate unit since January, 1941, and the increase in the cost of living between January, 1941, and September, 1945. The board or other designated agency shall have authority, with the approval of the Stabilization Administrator, to establish special standards for approval of wage or salary increases, differing from the foregoing general standards, to be applied in particular industries or classes of cases if it finds that such action is necessary to effectuate the purposes of this order.

to correct; [illegible]

Substit [illegible]

(b) The Stabilization Administrator may, by regulation, specify classes of wage or salary increases which will in his judgment, have no unstabilizing consequences and which may be deemed approved within the meaning of this order without prior consideration by the wage or salary stabilization agencies. Such regulations may make special provision for cases, among others, in which (1) the increase is to be of limited amount, or (2) a small number of employes will be involved, or (3) there will be in all probability no substantial effect upon price or rent ceilings or costs to the United States.

(c) Except as the Stabilization Administrator may by regulation otherwise provide, the making, after the effective date of this order, of any wage or salary increase pursuant to Part IV, section 1, of Executive Order 9599, without the prior approval of the National Wage Stabilization Board or other designated wage or salary stabilization agency having jurisdiction with respect to the wages or salaries involved, shall constitute a waiver of any right of the employer to use such increase, at any time during the continuation of the stabilization laws, as a basis for seeking an increase in price or rent ceilings or, in the case of products or services being furnished under contract with a federal procurement agency, as a basis for increasing costs to the United States. The Stabilization Administrator shall have authority to provide by regulation that wage or salary increases of a particular class shall be unlawful unless made with the prior approval of the board or other designated agency, if in his judgment such action is necessary to prevent wage or salary increases inconsistent with the purposes of the stabilization laws.

(d) In accordance with and subject to the provisions of Section 2 of this order, any wage or salary increase heretofore lawfully made, or made in accordance with a governmental recommendation in a wage controversy announced prior to the effective date of this order, shall be deemed to have been approved within the meaning of this order, and may be taken into account as a basis for increasing price or rent ceilings or, in the case of products or services being furnished under contract with a federal procurement agency, as a basis for increasing costs to the United States.

(e) All arbitration awards, and all recommendations of publicly appointed fact-finding panels, with respect to wage or salary issues shall conform with the standards of this order and the regulations and directives issued thereunder. No wage or salary increases shall be put into effect in accordance with any such awards or recommendations, hereafter announced, unless and until approved by the appropriate wage or salary stabilization agency or unless such awards or recommendations are voluntarily accepted by the parties on the basis stated in the first sentence of subsection (c) of this section.

4. The Stabilization Administrator, in the Office of War Mobilization and Reconversion, shall have full authority to issue such orders and directives as may be necessary, in his judgment, to carry out the purposes of this order.

5. Any provision of any prior Executive Order in conflict herewith is hereby superseded to the extent of such conflict.

6. This order shall become effective Feb. 14, 1946.

their dollars and rationed them to be used only for essentials. These countries used pounds sterling for trade among themselves.

Lend-lease helped Britain enormously and made it possible for her to carry on. But even with Lend-lease aid, the sterling-area countries spent large amounts of cash to buy American goods during the war—$1 billion in 1944. Britain's overseas liabilities increased from $2 billion to $13.5 billion due to war expenses; she sacrificed her means of making a living and endangered her economic future to win the war. So great is the need of dollars today that no sterling-area country can get any dollars to buy goods in the United States except by special permission of the monetary authorities in London, and such permission is granted only for essentials. For instance, no person in Britain or other sterling-area country would be allowed to buy refrigerators, automobiles, etc., in the United States because dollars are so desperately needed to buy food and minimum essentials. So workers are deprived of jobs in American factories simply because of Britain's shortage of dollars.

The proposed loan of $3¾ billion to Britain will supply this dollar shortage. It will open the gates of trade to all the countries which use pound sterling for international purchases and make it possible for them to get dollars and buy in the United States and in dollar-area countries. Britain has agreed to free them within one year as part of her obligation in the loan agreement. Granting the loan will be one of the most important steps we can take to open up world trade, increase production and living standards and build peaceful relations between nations. If we fail to make the loan, Britain will be forced to apply her dollar restrictions on the sterling-area countries as rigidly as ever, cutting off a great area of world trade from USA and other countries that use dollars. This would restrict trade, production and living standards, everywhere and hamper peaceful economic relations between nations.

Britain needs this loan immediately to buy for her people. Until her destroyed factories can be rebuilt and production restored she cannot export enough to pay for it. She needs the loan also to buy raw materials for rebuilding, and leather, cotton, wool, steel from which to make the goods she will export. We have cut off Lend-lease. It is to be hoped that Congress will approve the loan quickly, for every day of delay denies food to the British people.

The Cherry Tree . . .

One of the strange things about the industrial picture of today is the number of decisions made for the sake of political expendiency.

Perhaps that is unavoidable, or a segment of the pattern of things today.

Around the President we find a group of men, probably each trying to do his best.

Some are looking out for the political welfare of the President. Some are looking out for the political welfare of the party. They do not always agree. Some of them disagree most of the time.

Let us concede that all are honest men and that each is moved by a sincere desire to be as nearly right as possible.

Decisions are, just the same, colored by real fancied political expediency. And that is not the way to run industry intelligently, say what you like.

It all tends to make "fact finding" actually middle of the road finding.

* * *

The middle of the road never satisfied anybody except a road hog.

Of course we are in a most difficult time. To avoid sky-high inflation it is deemed necessary to retain some government controls.

As long as some controls—price fixing for example—are retained, really free collective bargaining is difficult, if not impossible. Because, truthfully or not, industry will point to the ceiling price and say, in effect, "sorry but while that roof is there we can't offer you anything better than so and so much."

That may be a lot of hokum, but is about the best alibi for standing pat that employers ever had. That they use it stupidly doesn't much matter. They use it—and how!

As long as there are political, or governmental, restraints, government must help try to guide the boat during disputes. And just that long we shall have Old Man Expendiency sitting right there in the boat at the helm.

* * *

Now for the present there isn't much that can be done about it. The situation is what it is. It is the aftermath of war.

It would be impossible, by any formula, to get out of the great upset caused by war, into a smoothly running pattern for the future. The war dug into us too deeply.

But what we can do and mighty well had better do is to understand what we are in, so that, as time passes we can get out with some degree of intelligence.

It wouldn't be too difficult for both labor and industry to get into a fixed pattern of political control. To get into such a fixed pattern requires nothing more than passivity, or lack of understanding.

To get out requires a real program for getting out and a program for getting into something else. And it requires fighting to get there.

And that's for both labor and management to do.

* * *

If labor and management want to remain within the sphere of political control, with decisions dictated by political expendiency, that's O. K.

But that wanting to should be based upon a reasoned understanding of what it means today and implies for the future.

The background philosophy of American labor is "don't ask anyone else to do for you what you can do for yourself." The war came and there had to be political controls. During the war they worked amazingly well.

Came "the peace" and with it a chaos. How we get out of chaos depends pretty much upon how much thinking is done by rank and file Americans who reach their own conclusions and who demand that their spokesmen, political or otherwise, put those conclusions into effect.

It is worth considering that any man, President or not, who gets pulled from opposite directions too much and too vigorously, will in the end rush to one horn of the dilemma, or come apart somewhere near the middle.

That, my children, wouldn't be nice. Let's us do some thinking about where we'd really like to go from here.—CMW.

NATIONAL WAGE STABILIZATION BOARD
Division of Public Information

Advance Release for
Morning Papers of
Saturday, March 30, 1946

NWSB - 30
(New Form 10)

The National Wage Stabilization Board today announced issuance of its new Form 10, to be used hereafter for all applications to the Board or its agencies for approval of a wage or salary adjustment or schedule. The forms are available at the local Wage and Hour offices of the U. S. Department of Labor, which will continue to receive completed applications for transmittal to regional WSB offices.

The new form, adopted within two weeks of the issuance of the new regulations, in general follows the makeup of the old National War Labor Board Form 10 with revisions to conform to the new regulations. A compact set of instructions accompanying the form is expected to expedite the filing of applications by management and employee representatives and assist in supplying the staff of the Board and agencies with information required by the new wage-price policy.

# # # # #

Background

U. S. DEPARTMENT OF LABOR
Washington 25, D. C.

ORDER

WHEREAS, labor disputes exist in the Longshore Industry on the Pacific Coast between members of the International Longshoremen's and Warehousemen's Union, affiliated with the C. I. O. and the Waterfront Employers Association of the Pacific Coast acting on behalf of the Waterfront Employers of Washington, the Waterfront Employers of Portland, and the Waterfront Employer's Association of California, which threaten to result in work stoppages; and

WHEREAS, no settlement of the major issues has as yet been negotiated in these disputes, despite continuing conciliation efforts; and

WHEREAS, a work stoppage in the above disputes will seriously endanger all shipping activities on the Pacific Coast; and

WHEREAS, the National interest and the reconversion program require the settlement of such labor disputes;

NOW, therefore, pursuant to the authority vested in me as Secretary of Labor, it is hereby ordered as follows:

There is hereby created a Fact Finding Board consisting of three members representing the public, which shall investigate such disputes. The Board shall report to me within thirty days from April 12, 1946, its findings of fact and recommendations which shall conform to federal wage and price stabilization policies.

I hereby select James Lawrence Fly as chairman and Judge Lloyd L. Black and Fowler Harper to serve as members of such Board.

The members of the Board shall serve without compensation but shall be entitled to such expenses and transportation costs as may be determined to be satisfactory by me, or by an authorized official of the Department.

The Department shall furnish the Board with such stenographic, investigative and other personnel and facilities as may be necessary, and within the limits of the funds provided, make such other disbursements as are necessary to effectuate this order.

The Board shall meet with the parties on April 12, 1946, at such timex and place as shall be hereinafter designated by the chairman.

Signed at Washington, D. C., this 5th day of April, 1946.

L. B. Schwellenbach

Bagwell

NATIONAL WAGE STABILIZATION BOARD
Division of Public Information

For Immediate Release
Thursday, May 23, 1946

NWSB - 52
(Bendix Aviation Corp)

The National Wage Stabilization Board announced today its approval, as a basis for price relief and for increased Government costs, of a general wage increase of 18½ cents an hour and other adjustments for 8,841 employees of six divisions of the Bendix Aviation Corp., to correct inequities between the corporation's wage structure and wages in the related automotive industry and to offset increased living costs.

The approval was requested jointly by company and union on the basis of a master contract executed April 15, 1946 and covering all six divisions of the firm. Employees are represented by the United Automobile Workers, CIO.

In approving the general increase, the Board treated all plants of the company as a single unit, and made computations of adjustments on a company-wide basis since 1941, in line with recommendations of the former War Labor Board in dispute cases acted upon in November, 1945. The three major Divisions of the firm in South Bend, Ind., Detroit, Mich., And Elmira, N.Y. are automotive plants employing 90 percent of the workers.

The Board also approved the company-union agreement to establish an equalization fund of 10 cents an hour, based on the number of workers on the pay rolls as of April 5, in the Norwood, Mass. and the Owosso, Mich. Divisions to eliminate intra-plant and intra-company inequities in the wage structures. The request of the parties for establishment of the fund was based upon the November, 1945 recommendations of the War Labor Board.

Retroactivity of the general increase for purposes of increasing costs to the Government was granted to February 18, 1946, while retroactivity of the equalization fund was granted to November 23, 1945, with payments limited, however, to employees on the pay rolls as of April 5.

Other adjustments approved by the Board included a liberalized 1946 vacation plan providing for one week for one year of service, with pay at a rate of 2½ percent of 1945 earnings, and one week for five years of service, with pay on 4½ percent of 1945 earnings; night shift differentials of 7½ cents for the second and third shifts at the Bendix Products, Zenith and Owosso Divisions; and other provisions regarding lunch periods, call-in pay, clean-up time and paid rest periods.

The plants affected by the approval, and the number of employees in each are: Norwood Plant, Norwood, Mass., 395; Zenith Carbureter Division, Detroit, 1,329; Bendix Products, Division, South Bend, Ind., 4,245; Pacific Division, North Hollywood, Calif., 340; Owosso Division, Owosso, Mich., 725, and Eclipse Machine Division, Elmira, N.Y. 1587.

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(NWSB 46-1052)

NATIONAL WAGE STABILIZATION BOARD
Division of Public Information

IMMEDIATE
RELEASE
For
Tuesday, Feb. 26, 1946

NWSB - 10 A
(Meat Packing Industry)

The National Wage Stabilization Board announced today that it has directed Secretary of Agriculture Clinton P. Anderson, as the government's operating agent of five seized meat packing companies, to place into effect immediately a general 16-cent an hour wage increase for all production workers in the five plants and for all "white collar" workers whose salaries do not exceed $120 a week.

One of the two orders issued by the Board affects both those workers who were members of unions directly involved in the labor dispute leading to the seizure, and also all other workers "in the same or comparable types of work" in all seized plants of the five companies who were not members of the unions directly involved in the dispute. The two groups embrace approximately 95,000 workers. A second order covers approximately 36,000 "white-collar" employees. Both orders have been approved by the President, as required by Section 5 of the War Labor Disputes Act.

By its action, the Wage Stabilization Board found that the wage increase recommended by the President's Fact Finding Panel on Feb. 7, and applied for later by Secretary Anderson, was "fair and reasonable" within the meaning of the War Labor Disputes Act, and should be extended to virtually all of the employees in the seized plants of the "Big Five." The increase becomes effective as of Jan. 26 in the case of production workers and as of Jan. 28 in the case of the salaried workers, as requested by the Secretary of Agriculture.

Coincident with presidential approval of its orders in the Big Five case, the Wage Stabilization Board announced adoption of its first "pattern approval," pre-approving wage increases of up to 16 cents an hour in any meat packing plants where wages "normally have been adjusted in relation to" wages in the Big Five companies. Specific approval by the Board, for pricing purposes, will continue to be required for increases in any plants which have not normally based their wage movements upon those of the Big Five.

The effect of the "pattern approval" is to permit employers who grant wages increases (up to 16 cents an hour above Aug. 17, 1945 levels) to apply directly for price relief to the Office of Price Administration without the necessity of NWSB action, in the event they normally have followed Big Five wage schedules.

The broad "pattern approval," issued by the Board under Executive Order 9697, was adopted shortly after issuance of regulations (General Order 1) by the Office of Stabilization Administration. These orders give the Board authority to recognize such wage increase patterns for either particular industries or labor market areas, and to give advance approval for pricing purposes to voluntary or agreed-upon increases up

to the limits set. General pattern approvals applying to other industries or labor areas are expected to be set quickly by the Board to speed conclusion of collective bargaining now underway in many industries. The meat packing industry has been defined as including wholesale slaughtering and meat packing houses, stockyards, by-products plants and packing houses which do no slaughtering but process meat for distribution.

The pattern announced today was expected to cover numerous plants of 13 independent companies whose facilities were seized Jan. 26 along with those of the Big Five as well as any plants and facilities of other companies which never were taken into government possession. These plants, employing the remainder of an estimated 175,000 workers in the entire meat packing industry, were not affected in any way by the orders of the Board in the Big Five case.

Specifically, the three groups of workers covered by the Board's Big Five orders are:

1: Employees in plants of the "Big Five" meat packing companies, who were members of unions involved in the strike which led to seizure and who were the only employees represented before and covered by the recommendations of the Fact-Finding Panel. The Panel's recommendations covered workers belonging to three unions in various plants of Armour and Co., Cudahy Packing Co., John A. Morrell and Co., Swift and Co., and Wilson and Co. The workers are represented by the United Packinghouse Workers of America (CIO); the Amalgamated Meat Cutters and Butcher Workmen of North America (AFL) and the National Brotherhood of Packinghouse Workers (CUA). The wage increase as ordered for these workers was based upon an application filed on Feb. 8 by Secretary Anderson, asking authority to place into effect the full 16-cents recommended by the Fact-Finding Panel.

2: Other employees in plants of the "Big Five" who are engaged in the same or comparable types of work as those dealt with in the fact-finding report. These would include an unestimated number of workers who may be represented by other bargaining agents, or who are in unorganized departments or plants. An application to apply the 16-cent increase to this group was submitted to the Wage Stabilization Board by Secretary Anderson on Feb. 14.

3: All salaried employees "whose regular compensation does not exceed $120 a week." An application covering this group, submitted by Secretary Anderson in his Feb. 14 application, asked increases not in excess of 15 per cent for employees earning up to $80 weekly, with a minimum increase of $6.40 weekly, and limited to a maximum of $12 for employees with salaries of more that $80 weekly. The schedule as submitted as modified by the Wage Stabilization Board, after consultation with the Salary Stabilization Unit of the Treasury Department, to grant across-the-board increases of 16 cents an hour to all salaried workers within the $120 weekly limit. The Board emphasized that this decision was based solely on the facts of the present case and did not constitute a precedent that such adjustments would not be "tapered" downward in other cases or would be withheld in other cases from employees earning more that $120 a week.

In regard to use of the wage increases for pricing purposes, Chairman W. Willard Wirtz of the Board advised the President in a covering letter that the entire 16 cents now may be taken into account by the Office of Price Administration in accordance with the new national wage-price policy established by Executive Order 9697.

The situation as regards employees not affected by the Board's Big Five orders is as follows:

Independent companies - - On Feb. 8, the Wage Stabilization Board notified Secretary Anderson that the Board is prevented by law (the War Labor Disputes Act) from considering wage increases in seized plants of the 13 independent companies, employing approximately 10,000 persons, until an application specifically covering the employees is filed either by the Secretary or by the unions involved. One application, covering employees of four plants of Kingan and Co., has been filed by the Amalgamated Meat Cutters and Butcher Workmen of North America (AFL), and is under consideration by the Board. The Union's application, asserting that terms of its present contract call for wages on a level with those established for the entire meat packing industry, covered plants located in Dothan, Ala., Storm Lake, Ia., Orangeburg, S.C., and Richmond, Va. Two plants of Kingan and Co. which were seized but not listed in the union's application are located in Indianapolis, Ind. and Omaha, Neb.

Any wage increases which may be ordered by the NWSB under the War Labor Disputes Act while the companies remain in government hands, or which may be put in effect by the companies after their return to private operation, could be used automatically as a basis for price relief if the plant falls within the "general pattern" category. Otherwise, an application to NWSB for specific pricing approval will be necessary.

Plants Not Seized: Since these plants remain in private hands, no determination by the Board as to the propriety of wage increases under the War Labor Disputes Act is necessary. Where any wage increases are to be used as a basis for price relief, and where the plants normally have adjusted wages in relation to wages of the Big Five, no approval by the Board is necessary. If the wages normally have borne no relationship to the Big Five wages, an application for approval of the increase for pricing purposes must be filed with the NWSB. Thus far, applications for approval of 16-cent wage increases have been received from the following companies: Armour & Co., affecting an unstated number of unseized plants; Wilson & Co., affecting an unstated number of unseized plants; Swift & Co., affecting four meat packing plants and 279 branch distributing houses; Cudahy Packing Co., affecting its general offices at Chicago, a meat packing plant at San Diego, Calif., and 53 branch distributing houses.

NATIONAL WAGE STABILIZATION BOARD

General Pattern Approval No. 1
Meat Packing Industry

(a) Pursuant to section 3(a) of Executive Order 9697 and paragraph 4 of General Order No. 1 issued by the Stabilization Administrator on February 21, 1946, the National Wage Stabilization Board hereby finds that, as a result of the recommendation dated February 7, 1946, of the governmental appointed fact finding agency in the wage controversy in the meat packing industry involving Armour & Company, Cudahy Packing Company, John H. Morrell & Company, Swift & Company, and Wilson and Company and the United Packing House Workers of America, CIO, and Amalgamated Meat Cutters and Butchers Workmen of North America, AFL, and National Brotherhood of Packing House Workers, a general pattern of wage adjustments was established in the meat packing industry, as hereinafter defined, to the extent of a general increase to all production employees of 16 cents per hour in excess of the straight time hourly wage rates such employees were receiving in that industry on August 17, 1945.

(b) For purposes of this regulation the meat packing industry is defined as including the following:

> Wholesale slaughtering establishments engaged in slaughtering cattle, hogs, sheep, lambs, calves, and other animals on a contract basis for the trade; wholesale meat packing establishments engaged in such slaughtering for their own account for meat to be sold fresh or to be used on the same premises as the raw material in canning and curing, and in making sausage, lard and other by-products produced by meat packing companies; meat packing establishments which do no slaughtering, but purchase whole carcasses for processing on their own premises as desbribed above; and stockyards posted under the Packers and Stockyards Act.

(c) Any wage or salary increase granted to employees within the jurisdiction of the National Wage Stabilization Board and put into effect by an employer having a plant or plants, including branch houses, engaged in the meat packing industry, as defined in paragraph (b), shall be deemed approved within the meaning of Section 3(a) of Executive Order 9697 to the extent that such increase does not exceed 16 cents per hour over and above the straight time hourly wage rates such employees were receiving on August 17, 1945; provided that wages or salaries in such plant or plants normally have been adjusted in relation to wage or salary adjustments effectuated by any of the five meat packing companies specified in paragraph (a).

(d) An employer who seeks an adjustment in the price ceiling for his product or products based upon the wage or salary adjustments herein approved shall indicate to the Office of Price Administration in any price relief application the nature of and the basis for the adjustments made pursuant to this pattern approval.

(e) In accordance with Section 3(c) of Executive Order 9697, any increase not covered by the terms of this pattern approval requires the prior approval of the Board if the employer is not to be deemed to have waived, during the continuation of the stabilization laws, the right to use such increase as a basis for seeking price relief or for increasing costs to the government.

(f) On request of any employer or collective bargaining representative involved, the National Wage Stabilization Board will issue rulings as to whether any specified plant or plants come within the terms of this pattern approval.

AS APPROVED BY THE BOARD ON MONDAY - FEBRUARY 25, 1946.

NATIONAL WAGE STABILIZATION BOARD

In the Matter of:

The Applications of the Secretary of Agriculture dated February 14, and 16, 1946, for Changes in Terms and Conditions of Employment in the Plants and Facilities Seized Pursuant to Executive Orders 9685 and 9690

February 21, 1946

ORDER

WHEREAS, the President of the United States, by Executive Orders 9685 and 9690 dated January 24, 1946 and February 2, 1946, directed the Secretary of Agriculture pursuant to Section 9 of the Selective Training and Service Act of 1940, to take possession of certain plants and facilities of the following companies: Swift and Company, Armour and Company, Cudahy Packing Company, Wilson and Company, and John Morrell and Company; and to operate such plants and facilities; and

WHEREAS, Pursuant to Section 5 of the War Labor Disputes Act and Executive Order 9672 of December 31, 1945, the Secretary of Agriculture, by letters dated February 14, 1946 and February 16, 1946, has applied to the National Wage Stabilization Board, for changes in the salary rates of certain employees employed in such plants and facilities to extend to such employees salary adjustments commensurate with those ordered by the Board on the basis of the recommendations made in the "Report and Recommendations of the Fact Finding Board in the Meat Packing Industry" submitted to the Secretary of Labor by the Fact Finding Board on February 7, 1946:

NOW, THEREFORE, by virtue of and pursuant to the powers vested in it by Section 5 of the War Labor Disputes Act and by Executive Order 9672 of December 31, 1945, the National Wage Stabilization Board, having found after investigation that the increases in compensation hereafter specified are fair and reasonable, within the meaning of Section 5 of the War Labor Disputes Act, and are not in conflict with any Act of Congress or any Executive Order issued thereunder, hereby orders, with respect to the plants and facilities of the above-named companies now in the possession of the Secretary of Agriculture:

(1) That the salaries, wages, or other rates of pay of all employees in such plants and facilities, not covered by the Board's order of February 15, 1946, and whose regular compensation does not exceed $120 per week, shall be adjusted so as to reflect an increase in compensation equal to 16 cents per hour.

(2) The adjustments herein directed shall be effective as of January 28, 1946.

The terms of this Order shall become effective only after approval by the President as provided by Section 5 of the War Labor Disputes Act.

NATIONAL WAGE STABILIZATION BOARD

Approved:

The White House

By:________________________
Chairman

____

February 21, 1946

The President
The White House

My dear Mr. President:

I am writing to transmit for your approval an order of the National Wage Stabilization Board entered following application by the Secretary of Agriculture, under Section 5 of the War Labor Disputes Act, covering certain employees in plants, branches, and facilities of Swift & Company, Armour & Company, the Cudahy Packing Company, Wilson & Company, and John Morrell & Company, possession of which was taken by the Secretary under Executive Order 9685 and 9690.

The Board's present order deals with all employees of the companies involved whose compensation does not exceed $120 per week, and is designed to adjust their compensation in relation to the wage and salary increases already directed by the Board in its order of February 15, 1946 covering the bulk of the companies' employees in such seized plants and facilities. The Board's earlier order was transmitted to you in my letter of February 16, 1946 and is now before you for approval.

Taken together, the Board's orders of February 15 and 21 are designed to deal with all changes in terms and conditions of employment deemed fair and reasonable, after consideration of the various applications of the Secretary of Agriculture, under Section 5 of the War Labor Disputes Act. The Board's order in this case carries with it the approval of the directed adjustments under Section 3(a) of Executive Order 9697 to the extent that the employees affected fall within the Board's jurisdiction for purposes of applying that Executive Order. Before taking action on the case, the Board consulted with representatives of the Office of the Stabilization Administrator, and of the Salary Stabilization Unit of the Treasury Department.

Respectfully yours,

W. Willard Wirtz
Chairman

Encl.

Locations of member plants of the "Big Five" meat packing companies, which were listed in the Executive Order of seizure, and which are affected by today's order of the National Wage Stabilization Board covering production and salaried workers in the plants, follow:

ARMOUR AND COMPANY

Birmingham, Alabama
Los Angeles, California
San Francisco, California
Denver, Colorado
Atlanta, Georgia
Tifton, Georgia
Chicago, Illinois
East St. Louis, Illinois
Peoria, Illinois
Mason City, Iowa
Sioux City, Iowa
Kansas City, Kansas
Lexington, Kentucky
Louisville, Kentucky
Baltimore, Maryland
Boston, Massachusetts
Detroit, Michigan
St. Paul, Minnesota
St. Joe, Missouri
St. Louis, Missouri
Omaha, Nebraska
East Orange, New Jersey
Jersey City, New Jersey
Newark, New Jersey
New Bergen, New Jersey
Passaic, New Jersey
Patterson, New Jersey
Jamica, New York
New York, New York
Fargo, North Dakota
Grand Forks, North Dakota
Akron, Ohio
Cleveland, Ohio
Columbus, Ohio
Toledo, Ohio
Youngstown, Ohio
Oklahoma City, Oklahoma
Kenton, Oregon
Braddock, Pennsylvania
Johnstown, Pennsylvania
Pittsburgh, Pennsylvania
Reading, Pennsylvania
Wilkes-Barre, Pennsylvania
Huron, South Dakota
Memphis, Tennessee
Fort Worth, Texas
Spokane, Washington

(ARMOUR AND COMPANY CONT)

Green Bay, Wisconsin
Milwaukee, Wisconsin

CUDAHY PACKING COMPANY

Los Angeles, California
Denver, Colorado
Albany, Georgia
E. Chicago, Indiana
Sioux City, Iowa
Kansas City, Kansas
Wichita, Kansas
Newport, Minnesota
Omaha, Nebraska
Jersey City, New Jersey
New York City, New York
Salt Lake City, Utah

JOHN MORRELL AND COMPANY

Ottumwa, Iowa
Topeka, Kansas
Sioux Falls, South Dakota

SWIFT AND COMPANY

Montgomery, Alabama
Los Angeles, California
San Francisco, California
South San Francisco, California
Denver, Colorado
New Haven, Connecticut
Moultrie, Georgia
Chicago, Illinois
National City, Illinois
Evansville, Indiana
Des Moines, Iowa
Marshalltown, Iowa
Perry, Iowa
Sioux City, Iowa
Kansas City, Kansas
Lake Charles, Louisiana
Baltimore, Maryland
Sommerville, Massachusetts

SWIFT AND COMPANY CONT.

Cambridge, Massachusetts
Springfield, Massachusetts
St. Paul, Minnesota
South St. Joseph, Missouri
St. Louis, Missouri
Omaha, Nebraska
Harrison, New Jersey
Jersey City, New Jersey
Newark, New Jersey
New York, New York
Cleveland, Ohio
Columbus, Ohio
Clington, Oklahoma
North Portland, Oregon
Harrisburg, Pennsylvania
Watertown, South Dakota
Nashville, Tennessee
Dallas, Texas
Fort Worth, Texas
San Antonio, Texas
Milwaukee, Wisconsin
St. Louis, Missouri

WILSON AND COMPANY

Los Angeles, California
Chicago, Illinois
Cedar Rapids, Iowa
Kansas City, Kansas
Albert Lea, Minnesota
Faribault, Minnesota
Omaha, Nebraska
New York, New York
Columbus, Georgia
San Diego, California

NATIONAL WAGE STABILIZATION BOARD
Division of Public Information

RELEASE FOR MORNING PAPERS OF
SATURDAY, MARCH 30, 1946

NWSB - 31
(General Wage Approval No. 6)
West Coast Lumber Industry

The National Wage Stabilization Board today announced a general wage and salary regulation providing for approval, for pricing purposes, of increases up to 15 cents an hour above their August 17, 1945 rates for upwards of 125,000 workers in the West Coast lumber industry employed by approximately 2,500 firms.

The Board, acting under Section 3(a) of Executive Order 9697, found that a majority of lumber concerns in the states of Oregon, Washington, California, Idaho and Montana, which comprise the industry, had established a general pattern of increases of 15 cents an hour between August 17, 1945 and February 14, 1946. The action announced today gives advance approval for any increase up to that figure that may be placed in effect by the remainder of the firms in the industry, and requires the Office of Price Administration to consider the increases as a factor in costs.

The Twelfth Regional WSB in Seattle will issue, on request of a firm or collective bargaining agent, a ruling as to whether any specified plant comes within the terms of the industry approval. An employer who seeks price relief based upon the provisions of the approval must indicate to the Office of Price Administration that the adjustments he has made are within the terms of the WSB regulation.

For the purposes of the approval, the lumber industry is limited to those operations under the jurisdiction of the West Coast Lumber Commission which are enumerated in the regulation.

The West Coast Lumber Commission, now a part of the Twelfth Regional WSB of Seattle, was originally established in September, 1942, and was the first "field agency" of the National War Labor Board.

The operations in the industry which are listed in the regulation are: Sawmills, logging camps, plywood plants, box factories, tie mills, sash and door plants, stock and detail shops, shingle mills, cooperage plants, planing mills, box shock plants, and establishments engaged in veneer milling or the production of poles or piling.

The general approval is attached.

TITLE 29 - LABOR
CHAPTER VI - NATIONAL WAGE STABILIZATION BOARD
PART 805 - GENERAL WAGE APPROVALS

General Wage Approval No. 6

WEST COAST LUMBER INDUSTRY

Section 805.6 General Wage Approvals for the West Coast Lumber Industry

(a) Pursuant to Section 3(a) of Executive Order 9697 and sections 303 and 308(a) of the Supplementary Wage and Salary Regulations of the Office of Economic Stabilization issued March 8, 1946, the National Wage Stabilization Board finds that during the period between August 17, 1945 and February 14, 1946 a general pattern of wage adjustments was established in the lumber industry, as hereinafter defined, in the states of Oregon, Washington, California, Idaho and Montana, to the extent of a general increase to all employees of 15 cents per hour over and above the straight-time rates such employees were receiving in that industry on August 17, 1945.

(b) For purposes of this approval, the lumber industry is limited to those operations under the jurisdiction of the West Coast Lumber Commission, as follows:

Sawmills, logging camps, plywood plants, box factories, tie mills, sash and door plants, stock and detail shops, shingle mills, cooperage plants, planing mills, box shock plants and establishments engaged in veneer milling or the production of poles or piling.

(c) Any wage or salary increase granted to employees within the jurisdiction of the National Wage Stabilization Board by an employer in the lumber industry, as defined in paragraph (b), in the states of Oregon, Washington, California, Idaho and Montana, shall be deemed approved within the meaning of section 3(a) of Executive Order 9697, and sections 301, 303 and 308 of the Supplementary Wage and Salary Regulations of the Office of Economic Stabilization, issued March 8, 1946, to the extent that such increase does not exceed 15 cents per hour over and above the straight-time rates such employees were receiving on August 17, 1945.

(d) An employer who seeks an adjustment in the price ceiling for his product or products based upon the wage or salary adjustments herein approved shall indicate to the Office of Price Administration in any price relief application that the adjustments have been made or agreed upon pursuant to this approval.

(e) On request of any employer or collective bargaining representative involved, accompanied by pertinent factual information, the Twelfth Regional Wage Stabilization Board, located in Seattle, Washington, will issue rulings as to whether any specified plant or plants come within the terms of this approval.

Approved by the National Wage Stabilization Board March 28, 1946.

NATIONAL WAGE STABILIZATION BOARD
Division of Public Information

FOR IMMEDIATE RELEASE
Friday, April 12, 1946

NWSB - 37
(General Wage Approval No. 7-
Electrical Industry)

A general wage and salary regulation providing for pre-approval for pricing purposes of increases up to 18½ cents an hour above their August 17, 1945 rates for employees of the nation's electrical industry was announced today by the National Wage Stabilization Board.

The pre-approval regulation, to which industry members dissented, was predicated upon the provisions of Executive Order 9697. It limits the approval to plants engaged in certain specified manufacturing operations defined in the regulation, and in which general wage and salary increases during wartime (specifically: between Jan. 1, 1941 and August 17, 1945) were not less that 13 cents or more than 18 cents an hour.

In reference to the 13-18 cent range, an accompanying statement of the Board explained that the pre-approval is "limited to plants where the wartime general wage rate increases generally were in line with those in plants in which increases up to 18½ cents have already been found approvable". The Board's action in fixing a range thus defines more specifically the standard it will use in testing whether a wage increase is "in line with" increases already approved for other plants in the industry.

The regulation limits the pre-approval to cases in which a wage adjustment has been finally determined upon or agreed to by the party or parties involved. In this connection the Board statement asserted that "Inasmuch as the purpose of this pre-approval is solely to eliminate procedural delays which might follow wage settlements, it can be given no proper effect by either party to an unresolved wage dispute."

Employers seeking price relief based upon the regulation are instructed to indicate to the OPA that the adjustments have been made or agreed upon according to the terms of the regulation and to furnish proof that their wartime wage adjustments were within the provisions of the regulation.

A concurring opinion written by Walter J. Mason, AFL labor member, sets forth the AFL basis for assenting to issuance of the approval regulation.

The Board statement, the text of the wage approval and the concurring opinion are attached.

NATIONAL WAGE STABILIZATION BOARD

STATEMENT FOR RELEASE IN CONNECTION WITH ELECTRICAL INDUSTRY, GENERAL WAGE APPROVAL

In connection with the issuance of this order, the Board authorized issuance of the following statement:

General Wage Approval NO. 7 is issued pursuant to the provisions of Executive Order 9697 and Section 308 of the Supplementary Wage and Salary Regulations of the Office of Economic Stabilization, of March 8, 1946.

Wage increases approximating 18½ cents, made by certain large companies in the electrical industry, have been approved pursuant to the terms of Ececutive Order 9697. Some of these increases were made prior to February 14, 1946 and were approved by the terms of the order itself. Others were approved by the Board under the provision of the Executive Order covering gross inequities as between related industries.

There have also been negotiated in smaller plants in this industry, since August 17, 1945, a great many interim agreements, fixing immediate increases and providing for reopening upon the conclusion of agreements in the larger plants.

This is a large, scattered and heterogeneous industry. It includes many plants in which wage rates are bargained out or set in relationship to the rates in the large plants referred to above. It also includes, however, hundreds of other plants, with basically different operations, and with wage practices which are entirely unrelated to those of the large electrical companies.

The electrical industry is peculiarly one in which there is an especially broad interest in expediting the achievement of full reconversion and peacetime production. The issuance of General Wage Approval No. 7 removes procedural delays upon the completion of wage settlements which might otherwise retard the achievement of full production. It recognizes, at the same time, that the precedents already set may not be considered controlling in plants where rates have previously been established without reference to those in the larger companies. The pre-approval granted by the Board is accordingly limited to plants where wartime general wage rate increases generally were in line with those in plants in which increases up to 18½ cents have already been found approvable.

Inasmuch as the purpose of this pre-approval is solely to eliminate procedural delays which might follow wage settlements, it can be given no proper effect by either party to an unresolved wage dispute. It may cover some situations in which a complete analysis would indicate the approvability of an increase different from that here indicated. The order obviously constitutes no standard for increases in plants not coming within its terms.

Title 29 - Labor

Chapter VI - NATIONAL WAGE STABILIZATION BOARD

Part 805 - GENERAL WAGE APPROVALS

General Wage Approval No. 7

ELECTRICAL INDUSTRY

Section 805.7 General Wage Approval for the Electrical Industry

This approval is issued pursuant to Section 3(a) of Executive Order 9697 dated February 14, 1946, and Sections 303 and 308(a) of the Supplementary Wage and Salary Regulations of the Office of Economic Stabilization, dated March 8, 1946.

(a) Any wage or salary increase granted to employees within the jurisdiction of the National Wage Stabilization Board who are employed in a plant coming within the definition of Paragraph (b) (1) hereof shall be deemed approved within the meaning of Section 3(a) of Executive Order 9697 to the extent that such increase does not exceed 18½ cents per hour over and above the straight-time rates paid on August 17, 1945.

(b) This approval shall apply only to wage or salary increases to employees in plants:

(1) Which are engaged primarily in manufacturing one or more of the following items: radios, radio tubes, phonographs; telephone and telegraph equipment and electric signalling apparatus; electrical refrigerators and refrigeration machinery, including compressors, evaporators, condensers and other related mechanical devices essential to electrical refrigeration; complete electrical air-conditioning units; household electrical appliances, including heating, cooking, cooling, cleaning and laundry equipment; lighting fixtures; wiring devices and supplies; carbon and artificial graphite products for the electrical industry; electrical measuring instruments; electrical prime movers and other electric power equipment (including motors, generators, steam turbine generator sets, transformers, switchboards, panel-boards, and other transmission accessories) for employment in the generation, transmission or utilization of electric energy; wire and cable for the transmission of electrical energy; automotive electrical equipment; electric lamps; storage and primary batteries (wet and dry); or electrotherapeutic and electromedical apparatus; and

(2) In which general wage or salary rate increases, which in the aggregate were not less than 13 cents per hour and not more than 18 cents per hour, were granted during the period between January 1, 1941 and August 17, 1945.

(c) An employer who seeks an adjustment in the price ceiling for his product based upon the wage or salary adjustments herein approved shall indicate to the Office of Price Administration in any price relief application that the adjustments have been made or agreed upon pursuant to this general wage approval, and shall set out the wage rate information called for by Paragraph (b)(2) hereof.

(d) In accordance with Sections 201 and 202 of the Supplementary Wage and Salary Regulations of the Office of Economic Stabilization, issued March 8, 1945, any increase in a plant in the electrical industry not covered by the terms of this general wage approval requires the prior approval of the Board or the filing of a notice with the appropriate Regional Wage Stabilization Board if the employer is not to be deemed to have waived, during the continuation of the stabilization laws, the right to use such increase as a basis for seeking price relief or for increasing costs to the Government. The terms of this preapproval shall not constitute any standard for the approvability of wage or salary increases to employees in any plant not satisfying the conditions set forth in Paragraphs (b) (1) and (2) hereof. This pre-approval shall have effect only where a wage or salary adjustment has been finally determined or agreed upon by the party or parties involved.

(e) On request of any employer or collective bargaining representative involved, accompanied by pertinent factual information, the National Wage Stabilization Board will issue rulings as to whether any specified plant or plants come within the terms of Paragraph (b) (1) and (2) of this general wage approval. Where there is a collective bargaining representative involved, a copy of the request from either party for a ruling under this approval must be served upon the other party, and the request shall indicate such service.

Approved: April 11, 1946

s/ B. M. Joffe
Executive Director

CONCURRING OPINION OF WALTER J. MASON, AFL LABOR MEMBER

We concur in the adoption of the General Wage Approval Order for the Electrical Products Industries, because the pattern providing for 18½ cents above that being paid on August 18, 1945, is in conformity with the wage standard advanced by the President of the United States in January 1946, and established by Executive Order 9697 on February 14, 1946, and on the basis that this change in the Government's wage policy was equivalent to an order of the Board for a general pattern in all industries.

We are unable to agree with the limitations outlined in Paragraph 2 (a & b) of the Order, but concurred solely to the extent to eliminate procedural delays which might follow wage settlements made by the party or parties in the thousands of plants covered under this Order.

NATIONAL WAGE STABILIZATION BOARD
Division of Public Information

IMMEDIATE
RELEASE
For
Tuesday, Feb. 26, 1946

NWSB - 10 A
(Meat Packing Industry)

The National Wage Stabilization Board announced today that it has directed Secretary of Agriculture Clinton P. Anderson, as the government's operating agent of five seized meat packing companies, to place into effect immediately a general 16-cent an hour wage increase for all production workers in the five plants and for all "white collar" workers whose salaries do not exceed $120 a week.

One of the two orders issued by the Board affects both those workers who were members of unions directly involved in the labor dispute leading to the seizure, and also all other workers "in the same or comparable types of work" in all seized plants of the five companies who were not members of the unions directly involved in the dispute. The two groups embrace approximately 95,000 workers. A second order covers approximately 36,000 "white-collar" employees. Both orders have been approved by the President, as required by Section 5 of the War Labor Disputes Act.

By its action, the Wage Stabilization Board found that the wage increase recommended by the President's Fact Finding Panel on Feb. 7, and applied for later by Secretary Anderson, was "fair and reasonable" within the meaning of the War Labor Disputes Act, and should be extended to virtually all of the employees in the seized plants of the "Big Five." The increase becomes effective as of Jan. 26 in the case of production workers and as of Jan. 28 in the case of the salaried workers, as requested by the Secretary of Agriculture.

Coincident with presidential approval of its orders in the Big Five case, the Wage Stabilization Board announced adoption of its first "pattern approval," pre-approving wage increases of up to 16 cents an hour in any meat packing plants where wages "normally have been adjusted in relation to" wages in the Big Five companies. Specific approval by the Board, for pricing purposes, will continue to be required for increases in any plants which have not normally based their wage movements upon those of the Big Five.

The effect of the "pattern approval" is to permit employers who grant wages increases (up to 16 cents an hour above Aug. 17, 1945 levels) to apply directly for price relief to the Office of Price Administration without the necessity of NWSB action, in the event they normally have followed Big Five wage schedules.

The broad "pattern approval," issued by the Board under Executive Order 9697, was adopted shortly after issuance of regulations (General Order 1) by the Office of Stabilization Administration. These orders give the Board authority to recognize such wage increase patterns for either particular industries or labor market areas, and to give advance approval for pricing purposes to voluntary or agreed-upon increases up

to the limits set. General pattern approvals applying to other industries or labor areas are expected to be set quickly by the Board to speed conclusion of collective bargaining now underway in many industries. The meat packing industry has been defined as including wholesale slaughtering and meat packing houses, stockyards, by-products plants and packing houses which do no slaughtering but process meat for distribution.

The pattern announced today was expected to cover numerous plants of 13 independent companies whose facilities were seized Jan. 26 along with those of the Big Five as well as any plants and facilities of other companies which never were taken into government possession. These plants, employing the remainder of an estimated 175,000 workers in the entire meat packing industry, were not affected in any way by the orders of the Board in the Big Five case.

Specifically, the three groups of workers covered by the Board's Big Five orders are:

1: Employees in plants of the "Big Five" meat packing companies who were members of unions involved in the strike which led to seizure and who were the only employees represented before and covered by the recommendations of the Fact-Finding Panel. The Panel's recommendations covered workers belonging to three unions in various plants of Armour and Co., Cudahy Packing Co., John A. Morrell and Co., Swift and Co., and Wilson and Co. The workers are represented by the United Packinghouse Workers of America (CIO); the Amalgamated Meat Cutters and Butcher Workmen of North America (AFL) and the National Brotherhood of Packinghouse Workers (CUA). The wage increase as ordered for these workers was based upon an application filed on Feb. 8 by Secretary Anderson, asking authority to place into effect the full 16-cents recommended by the Fact-Finding Panel.

2: Other employees in plants of the "Big Five" who are engaged in the same or comparable types of work as those dealt with in the fact-finding report. These would include an unestimated number of workers who may be represented by other bargaining agents, or who are in unorganized departments or plants. An application to apply the 16-cent increase to this group was submitted to the Wage Stabilization Board by Secretary Anderson on Feb. 14.

3: All salaried employees "whose regular compensation does not exceed $120 a week." An application covering this group, submitted by Secretary Anderson in his Feb. 14 application, asked increases not in excess of 15 per cent for employees earning up to $80 weekly, with a minimum increase of $6.40 weekly, and limited to a maximum of $12 for employees with salaries of more that $80 weekly. The schedule as submitted as modified by the Wage Stabilization Board, after consultation with the Salary Stabilization Unit of the Treasury Department, to grant across-the-board increases of 16 cents an hour to all salaried workers within the $120 weekly limit. The Board emphasized that this decision was based solely on the facts of the present case and did not constitute a precedent that such adjustments would not be "tapered" downward in other cases or would be withheld in other cases from employees earning more that $120 a week.

In regard to use of the wage increases for pricing purposes, Chairman W. Willard Wirtz of the Board advised the President in a covering letter that the entire 16 cents now may be taken into account by the Office of Price Administration in accordance with the new national wage-price policy established by Executive Order 9697.

The situation as regards employees not affected by the Board's Big Five orders is as follows:

Independent companies - - On Feb. 8, the Wage Stabilization Board notified Secretary Anderson that the Board is prevented by law (the War Labor Disputes Act) from considering wage increases in seized plants of the 13 independent companies, employing approximately 10,000 persons, until an application specifically covering the employees is filed either by the Secretary or by the unions involved. One application, covering employees of four plants of Kingan and Co., has been filed by the Amalgamated Meat Cutters and Butcher Workmen of North America (AFL), and is under consideration by the Board. The Union's application, asserting that terms of its present contract call for wages on a level with those established for the entire meat packing industry, covered plants located in Dothan, Ala., Storm Lake, Ia., Orangeburg, S.C., and Richmond, Va. Two plants of Kingan and Co. which were seized but not listed in the union's application are located in Indianapolis, Ind. and Omaha, Neb.

Any wage increases which may be ordered by the NWSB under the War Labor Disputes Act while the companies remain in government hands, or which may be put in effect by the companies after their return to private operation, could be used automatically as a basis for price relief if the plant falls within the "general pattern" category. Otherwise, an application to NWSB for specific pricing approval will be necessary.

Plants Not Seized: Since these plants remain in private hands, no determination by the Board as to the propriety of wage increases under the War Labor Disputes Act is necessary. Where any wage increases are to be used as a basis for price relief, and where the plants normally have adjusted wages in relation to wages of the Big Five, no approval by the Board is necessary. If the wages normally have borne no relationship to the Big Five wages, an application for approval of the increase for pricing purposes must be filed with the NWSB. Thus far, applications for approval of 16-cent wage increases have been received from the following companies: Armour & Co., affecting an unstated number of unseized plants; Wilson & Co., affecting an unstated number of unseized plants; Swift & Co., affecting four meat packing plants and 279 branch distributing houses; Cudahy Packing Co., affecting its general offices at Chicago, a meat packing plant at San Diego, Calif., and 53 branch distributing houses.

NATIONAL WAGE STABILIZATION BOARD

General Pattern Approval No. 1
Meat Packing Industry

(a) Pursuant to section 3(a) of Executive Order 9697 and paragraph 4 of General Order No. 1 issued by the Stabilization Administrator on February 21, 1946, the National Wage Stabilization Board hereby finds that, as a result of the recommendation dated February 7, 1946, of the governmental appointed fact finding agency in the wage controversy in the meat packing industry involving Armour & Company, Cudahy Packing Company, John H. Morrell & Company, Swift & Company, and Wilson and Company and the United Packing House Workers of America, CIO, and Amalgamated Meat Cutters and Butchers Workmen of North America, AFL, and National Brotherhood of Packing House Workers, a general pattern of wage adjustments was established in the meat packing industry, as hereinafter defined, to the extent of a general increase to all production employees of 16 cents per hour in excess of the straight time hourly wage rates such employees were receiving in that industry on August 17, 1945.

(b) For purposes of this regulation the meat packing industry is defined as including the following:

> Wholesale slaughtering establishments engaged in slaughtering cattle, hogs, sheep, lambs, calves, and other animals on a contract basis for the trade; wholesale meat packing establishments engaged in such slaughtering for their own account for meat to be sold fresh or to be used on the same premises as the raw material in canning and curing, and in making sausage, lard and other by-products produced by meat packing companies; meat packing establishments which do no slaughtering, but purchase whole carcasses for processing on their own premises as desbribed above; and stockyards posted under the Packers and Stockyards Act.

(c) Any wage or salary increase granted to employees within the jurisdiction of the National Wage Stabilization Board and put into effect by an employer having a plant or plants, including branch houses, engaged in the meat packing industry, as defined in paragraph (b), shall be deemed approved within the meaning of Section 3(a) of Executive Order 9697 to the extent that such increase does not exceed 16 cents per hour over and above the straight time hourly wage rates such employees were receiving on August 17, 1945; provided that wages or salaries in such plant or plants normally have been adjusted in relation to wage or salary adjustments effectuated by any of the five meat packing companies specified in paragraph (a).

(d) An employer who seeks an adjustment in the price ceiling for his product or products based upon the wage or salary adjustments herein approved shall indicate to the Office of Price Administration in any price relief application the nature of and the basis for the adjustments made pursuant to this pattern approval.

(e) In accordance with Section 3(c) of Executive Order 9697, any increase not covered by the terms of this pattern approval requires the prior approval of the Board if the employer is not to be deemed to have waived, during the continuation of the stabilization laws, the right to use such increase as a basis for seeking price relief or for increasing costs to the government.

(f) On request of any employer or collective bargaining representative involved, the National Wage Stabilization Board will issue rulings as to whether any specified plant or plants come within the terms of this pattern approval.

AS APPROVED BY THE BOARD ON MONDAY - FEBRUARY 25, 1946.

NATIONAL WAGE STABILIZATION BOARD

In the Matter of:

The Applications of the Secretary
of Agriculture dated February 14,
and 16, 1946, for Changes in Terms
and Conditions of Employment in
the Plants and Facilities Seized
Pursuant to Executive Orders 9685
and 9690

February 21, 1946

ORDER

WHEREAS, the President of the United States, by Executive Orders 9685 and 9690 dated January 24, 1946 and February 2, 1946, directed the Secretary of Agriculture pursuant to Section 9 of the Selective Training and Service Act of 1940, to take possession of certain plants and facilities of the following companies: Swift and Company, Armour and Company, Cudahy Packing Company, Wilson and Company, and John Morrell and Company; and to operate such plants and facilities; and

WHEREAS, Pursuant to Section 5 of the War Labor Disputes Act and Executive Order 9672 of December 31, 1945, the Secretary of Agriculture, by letters dated February 14, 1946 and February 16, 1946, has applied to the National Wage Stabilization Board, for changes in the salary rates of certain employees employed in such plants and facilities to extend to such employees salary adjustments commensurate with those ordered by the Board on the basis of the recommendations made in the "Report and Recommendations of the Fact Finding Board in the Meat Packing Industry" submitted to the Secretary of Labor by the Fact Finding Board on February 7, 1946:

NOW, THEREFORE, by virtue of and pursuant to the powers vested in it by Section 5 of the War Labor Disputes Act and by Executive Order 9672 of December 31, 1945, the National Wage Stabilization Board, having found after investigation that the increases in compensation hereafter specified are fair and reasonable, within the meaning of Section 5 of the War Labor Disputes Act, and are not in conflict with any Act of Congress or any Executive Order issued thereunder, hereby orders, with respect to the plants and facilities of the above-named companies now in the possession of the Secretary of Agriculture:

(1) That the salaries, wages, or other rates of pay of all employees in such plants and facilities, not covered by the Board's order of February 15, 1946, and whose regular compensation does not exceed $120 per week, shall be adjusted so as to reflect an increase in compensation equal to 16 cents per hour.

(2) The adjustments herein directed shall be effective as of January 28, 1946.

The terms of this Order shall become effective only after approval by the President as provided by Section 5 of the War Labor Disputes Act.

NATIONAL WAGE STABILIZATION BOARD

Approved:

The White House

By: ______________________________
Chairman

____

February 21, 1946

The President
The White House

My dear Mr. President:

I am writing to transmit for your approval an order of the National Wage Stabilization Board entered following application by the Secretary of Agriculture, under Section 5 of the War Labor Disputes Act, covering certain employees in plants, branches, and facilities of Swift & Company, Armour & Company, the Cudahy Packing Company, Wilson & Company, and John Morrell & Company, possession of which was taken by the Secretary under Executive Order 9685 and 9690.

The Board's present order deals with all employees of the companies involved whose compensation does not exceed $120 per week, and is designed to adjust their compensation in relation to the wage and salary increases already directed by the Board in its order of February 15, 1946 covering the bulk of the companies' employees in such seized plants and facilities. The Board's earlier order was transmitted to you in my letter of February 16, 1946 and is now before you for approval.

Taken together, the Board's orders of February 15 and 21 are designed to deal with all changes in terms and conditions of employment deemed fair and reasonable, after consideration of the various applications of the Secretary of Agriculture, under Section 5 of the War Labor Disputes Act. The Board's order in this case carries with it the approval of the directed adjustments under Section 3(a) of Executive Order 9697 to the extent that the employees affected fall within the Board's jurisdiction for purposes of applying that Executive Order. Before taking action on the case, the Board consulted with representatives of the Office of the Stabilization Administrator, and of the Salary Stabilization Unit of the Treasury Department.

Respectfully yours,

W. Willard Wirtz
Chairman

Encl.

Locations of member plants of the "Big Five" meat packing companies, which were listed in the Executive Order of seizure, and which are affected by today's order of the National Wage Stabilization Board covering production and salaried workers in the plants, follow:

ARMOUR AND COMPANY

Birmingham, Alabama
Los Angeles, California
San Francisco, California
Denver, Colorado
Atlanta, Georgia
Tifton, Georgia
Chicago, Illinois
East St. Louis, Illinois
Peoria, Illinois
Mason City, Iowa
Sioux City, Iowa
Kansas City, Kansas
Lexington, Kentucky
Louisville, Kentucky
Baltimore, Maryland
Boston, Massachusetts
Detroit, Michigan
St. Paul, Minnesota
St. Joe, Missouri
St. Louis, Missouri
Omaha, Nebraska
East Orange, New Jersey
Jersey City, New Jersey
Newark, New Jersey
New Bergen, New Jersey
Passaic, New Jersey
Patterson, New Jersey
Jamica, New York
New York, New York
Fargo, North Dakota
Grand Forks, North Dakota
Akron, Ohio
Cleveland, Ohio
Columbus, Ohio
Toledo, Ohio
Youngstown, Ohio
Oklahoma City, Oklahoma
Kenton, Oregon
Braddock, Pennsylvania
Johnstown, Pennsylvania
Pittsburgh, Pennsylvania
Reading, Pennsylvania
Wilkes-Barre, Pennsylvania
Huron, South Dakota
Memphis, Tennessee
Fort Worth, Texas
Spokane, Washington

(ARMOUR AND COMPANY CONT)

Green Bay, Wisconsin
Milwaukee, Wisconsin

CUDAHY PACKING COMPANY

Los Angeles, California
Denver, Colorado
Albany, Georgia
E. Chicago, Indiana
Sioux City, Iowa
Kansas City, Kansas
Wichita, Kansas
Newport, Minnesota
Omaha, Nebraska
Jersey City, New Jersey
New York City, New York
Salt Lake City, Utah

JOHN MORRELL AND COMPANY

Ottumwa, Iowa
Topeka, Kansas
Sioux Falls, South Dakota

SWIFT AND COMPANY

Montgomery, Alabama
Los Angeles, California
San Francisco, California
South San Francisco, California
Denver, Colorado
New Haven, Connecticut
Moultrie, Georgia
Chicago, Illinois
National City, Illinois
Evansville, Indiana
Des Moines, Iowa
Marshalltown, Iowa
Perry, Iowa
Sioux City, Iowa
Kansas City, Kansas
Lake Charles, Louisiana
Baltimore, Maryland
Sommerville, Massachusetts

SWIFT AND COMPANY CONT.

Cambridge, Massachusetts
Springfield, Massachusetts
St. Paul, Minnesota
South St. Joseph, Missouri
St. Louis, Missouri
Omaha, Nebraska
Harrison, New Jersey
Jersey City, New Jersey
Newark, New Jersey
New York, New York
Cleveland, Ohio
Columbus, Ohio
Clington, Oklahoma
North Portland, Oregon
Harrisburg, Pennsylvania
Watertown, South Dakota
Nashville, Tennessee
Dallas, Texas
Fort Worth, Texas
San Antonio, Texas
Milwaukee, Wisconsin
St. Louis, Missouri

WILSON AND COMPANY

Los Angeles, California
Chicago, Illinois
Cedar Rapids, Iowa
Kansas City, Kansas
Albert Lea, Minnesota
Faribault, Minnesota
Omaha, Nebraska
New York, New York
Columbus, Georgia
San Diego, California

Form NWLB-1040(2-45)

ROUTING SLIP

	TO (Name and Room No.)	FROM (Name and Room No.)	DATE
(1)	Miss Bagwell	L. M. Knowlton	4-9-46
(2)	Room 1339	Room 5419	
(3)	Dept. of Labor Bldg.		

FOR

YOUR INFORMATION ☑	REPLY ☐	APPROVAL ☐
NECESSARY ATTENTION ☐	SIGNATURE ☐	COMMENTS ☐

REMARKS:

A-3551-wp

IMMEDIATE RELEASE FEBRUARY 14, 1946

Bagwell

EXECUTIVE ORDER

9697

PROVIDING FOR THE CONTINUED STABILIZATION OF THE NATIONAL ECONOMY DURING THE TRANSITION FROM WAR TO PEACE

By virtue of the authority vested in me by the Constitution and statutes of the United States and particularly by the First War Powers Act of 1941, the Second War Powers Act of 1942, as amended, and the Stabilization Act of 1942, as amended, and for the purpose of maintaining the stabilization of the economy in the present emergency, it is hereby ordered:

1. For the duration of the existing emergency, all departments and agencies of the Government shall, in any matter affecting the stabilization of the economy in which they have discretion in the use of their powers, exercise such discretion in such manner as will best promote the continued stabilization of the economy. It is the policy of the Government, in order so far as possible to prevent price increases, that there be prompt and firm enforcement, during the present emergency, of Government controls over scarce materials and facilities.

Price increases

2. (a) Notwithstanding the provisions of Executive Order 9599 of August 18, 1945, as amended, and of the regulations issued thereunder, the Price Administrator shall promptly provide for the adjustment of price ceilings in any case in which he finds that an industry is in a position of hardship as a consequence of an approved increase in wages or salaries, as defined herein. An industry shall be considered to be in hardship if, after taking the entire amount of such wage or salary increase into consideration, the Administrator finds that the industry's current ceiling prices will leave it in an overall loss position or in an earnings position requiring adjustment on the basis provided in this section.

(b) The adjustment to be provided shall be such as, in the judgment of the Price Administrator, will be sufficient, for the twelve months following the adjustment, to enable the industry, unless operating at a temporary low volume, to earn an average rate of profit equal as nearly as may be to the rate of return on net worth earned by the industry in the peacetime base period applicable to that industry, and, in the case of commodities which are the subject of special statutory requirements, to a rate of return sufficient to satisfy such requirements. Except to the extent necessary to reflect the abnormal costs and reduced earnings incident to temporary operation at low volume, in no case shall the Administrator provide an adjustment insufficient in amount to prevent loss operation at the time of the adjustment.

(c) The Price Administrator shall develop standards of adjustment consistent with the purposes of this order to be applied in the case of an industry-wide action affecting an industry operating at temporary low volume.

(d) In those cases in which the price regulations provide for the establishment or adjustment of ceiling prices on an individual-firm basis the Price Administrator shall establish such standards of adjustment as in his judgment are administratively workable and consistent with the purposes of this order. He shall establish similar standards to be applied in the case of the establishment or adjustment of rent ceilings.

(e) The Stabilization Administrator shall by regulation or order establish such standards as in his judgment are administratively workable and consistent with the purposes of this order for determining the extent to which wage or salary increases in excess of the standards for approval of such increases prevailing prior to this order may be used, in the case of products or services being furnished under contract with a Federal procurement agency, as a basis for increasing costs to the United States.

② [illegible]

3. (a) The National Wage Stabilization Board or other wage or salary stabilization agency having jurisdiction with respect to the wages or salaries involved shall approve any wage or salary increase, or part thereof, which it finds is consistent with the general pattern of wage or salary adjustments which has been established in the industry or local labor market area, between August 18, 1945, and the effective date of this order, or, where there is no such general pattern, which it finds necessary to eliminate gross inequities as between related industries, plants or job classifications, to correct substandards of living, or to correct disparities between the increase in wage or salary rates in the appropriate unit since January 1941 and the increase in the cost of living between January 1941 and September 1945. The Board or other designated agency shall have authority with the approval of the Stabilization Administrator, to establish special standards for approval of wage or salary increases, differing from the foregoing general standards, to be applied in particular industries or classes of cases if it finds that such action is necessary to effectuate the purposes of this order.

(b) The Stabilization Administrator may, by regulation, specify classes of wage or salary increases which will in his judgment, have no unstabilizing consequences and which may be deemed approved within the meaning of this order without prior consideration by the wage or salary stabilization agencies. Such regulations may make special provision for cases, among others, in which (1) the increase is to be of limited amount, or (2) a small number of employees will be involved, or (3) there will be in all probability no substantial effect upon price or rent ceilings or costs to the United States.

(c) Except as the Stabilization Administrator may by regulation otherwise provide, the making, after the effective date of this order, of any wage or salary increase pursuant to Part IV, section 1, of Executive Order 9599, without the prior approval of the National Wage Stabilization Board or other designated wage or salary stabilization agency having jurisdiction with respect to the wages or salaries involved, shall constitute a waiver of any right of the employer to use such increase, at any time during the continuation of the stabilization laws, as a basis for seeking an increase in price or rent ceilings or, in the case of products or services being furnished under contract with a Federal procurement agency, as a basis for increasing costs to the United States. The Stabilization Administrator shall have authority to provide by regulation that wage or salary increases of a particular class shall be unlawful unless made with the prior approval of the Board or other designated agency, if in his judgment such action is necessary to prevent wage or salary increases inconsistent with the purposes of the stabilization laws.

(d) In accordance with and subject to the provisions of section 2 of this order, any wage or salary increase heretofore lawfully made, or made in accordance with a governmental recommendation in a wage controversy announced prior to the effective date of this order, shall be deemed to have been approved within the meaning of this order, and may be taken into account as a basis for increasing price or rent ceilings or, in the case of products or services being furnished under contract with a Federal procurement agency, as a basis for increasing costs to the United States.

(e) All arbitration awards, and all recommendations of publicly-appointed fact-finding panels, with respect to wage or salary issues shall conform with the standards of this order and the regulations and directives issued thereunder. No wage or salary increases shall be put into effect in accordance with any such awards or recommendations, hereafter announced, unless and until approved by the appropriate wage or salary stabilization agency, or unless such awards or recommendations are voluntarily accepted by the parties on the basis stated in the first sentence of subsection (c) of this section.

4. The Stabilization Administrator, in the Office of War Mobilization and Reconversion, shall have full authority to issue such orders and directives as may be necessary, in his judgment, to carry out the purposes of this order.

5. Any provision of any prior Executive Order in conflict herewith is hereby superseded to the extent of such conflict.

6. This order shall become effective February 14, 1946.

(Sgd) HARRY S. TRUMAN

THE WHITE HOUSE

February 14, 1946.

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IMMEDIATE RELEASE FEBRUARY 14, 1946

STATEMENT BY THE PRESIDENT

In my message to Congress on the State of the Union, I said:

> "..... everyone who realizes the extreme need for a swift and orderly reconversion must feel a deep concern about the number of major strikes now in progress. If long continued, these strikes could put a heavy brake on our program."

These work stoppages have continued and some of them are serious enough to threaten our economy with almost complete paralysis.

They are accompanied by inflationary pressures that also threaten the stability of our economy.

At such a time, it is necessary for the Government to bend every effort to put our economy back to work, to assert control over the forces of inflation in the interest of all the American people, and to remove any doubt that the government means to enforce its program. I call upon management, labor, farmers - the American people as a whole - and their representatives in Congress to give this effort their unqualified support.

Let me review some of the recent developments. Last August I accounced a wage-price policy under which the determination of wages was returned to free collective bargaining within the framework of the present price level. Labor and management were set free to adjust wage rates to whatever extent was possible without raising prices. I urged industry to negotiate wage adjustments in order to cushion the reduction in the take-home pay of millions of American workers resulting from the loss of overtime, downgrading, and other factors. I emphasized that wage adjustments would have to vary from industry to industry, or firm to firm, according to the merits of each situation.

I had confidently hoped that, as a result of free and sincere collective bargaining, our reconversion program would proceed vigorously and in an orderly fashion. And, indeed, under this policy many thousands of wage adjustments have been made by mutual agreement without affecting prices. Nonetheless, collective bargaining has broken down in many important situations. Several major strikes are in progress. Vitally needed production is lagging.

It is imperative that production in great volume be accomplished. We face real difficulties. Many workers have found their weekly pay greatly reduced. Many companies, squeezed between costs and prices, are not in a position to wait through a six months' period as heretofore required before seeking price adjustments. This is especially true in some instances where there is a complete change from war production to civilian production. It is likewise true in the case of small companies which lack the ample reserves of many large corporations. Many small businesses were at a disadvantage during the war. They must not be so in peace.

I am now modifying our wage-price policy to permit wage increases within certain limits and to permit any industry placed in a hardship position by an approved increase to seek price adjustmeents without waiting until the end of a six months' test period, as previously required.

If the general level of prices is to remain stable in the next few critical months, the immediate price relief in such cases must be conservatively appraised. It must, however, be sufficient to assure profitable operation in the test period to an industry not producing at low volume. If the expected improvement in earnings should fail to materialize in any industry, OPA will move promptly to review its action. Appropriate relief in line with the modified policy may be accorded, where practicable, to individual firms.

I am authorizing the National Wage Stabilization Board to approve any wage or salary increase, or part thereof, which is found to be consistent with the general pattern of wage or salary adjustments established in the industry or local labor market area since August 18, 1945. Where there is no such general pattern, provision is made for the approval of increases found necessary to eliminate gross inequities as between related industries, plants, or job classifications, or to correct substandards of living, or to correct disparities between the increase in wage or salary rates since January, 1941, and the increase in the cost of living between that date and September, 1945.

This wage program, therefore, takes into account the thousands of wage agreements reached before and after VJ-Day. While many groups of wage and salary earners may qualify for increases under this policy, in order to bring their pay into line with the increased cost of living, or with the existing wage levels of the industry or area, the program is not to be interpreted as permitting indiscriminate wage increases. The executive order provides that the Stabilization Administrator shall determine those classes of cases in which a wage increase may be put into effect without requiring prior Wage Stabilization Board approval and without any waiver of any rights to ask for price relief. These cases will include all those in which the increase will clearly not have an unstabilizing effect. It is contemplated that many of those increases coming within the present pattern of wage increases will not have to have individual approval. I hope that free collective bargaining will be used to the fullest possible extent.

Increases outside and beyond this general policy cannot be approved without subjecting the workers and the public to the danger of inflation. It is to the best advantage of the American worker, above all other groups, that the price line be held.

The change now being made in our wage and pricing standards can succeed only with the support of business, labor, Congress, all the agencies of the Administration, and the rank and file of the American people.

I am directing that all administrative agencies use their full legal powers, including emergency powers delegated to them under the Second War Powers Act, to assist the Office of Price Administration in meeting the government's responsibility for retaining control over the forces of inflation.

Priorities and allocations powers will be used vigorously wherever necessary to prevent increases in prices. There will be a strict enforcement of inventory controls. The resources of the Treasury and Justice Departments will be called upon when necessary to assist in enforcing these controls.

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I trust that the Congress will: (1) extend the stabilization statutes without amendment and will do so with all possible speed so that there may be no question in anyone's mind concerning the determination of the Congress to see the fight against inflation through to the finish; (2) extend the subsidy program for another full year; (3) enact promptly the Patman Bill to establish price controls over housing(present speculation in the real estate market is one of the most dangerous aspects of the present situation and one which works particular hardship on our millions of returning veterans and their families); (4) extend promptly the Second War Powers Act, so that the emergency powers we found necessary during the war may continue to be exercised wherever necessary in dealing with the economic aftermath of war.

Only by measures such as these can we hope to retain our controls as a people over our own economic future. But even these measures will fail us unless the American people dedicate themselves to support of the national economic stabilization program.

I welcome this because I am determined that this country shall avoid the misery and disaster of inflation and that our vast resources of purchasing power shall be a stepping stone to a fuller, richer life rather than be permitted to spend themselves in a brief orgy of inflation and disaster.

I call upon both management and labor to proceed with production. Production is our salvation. Production is the basis of high wages and profits and high standards of living for us all. Production will do away with the necessity for government controls.

I call upon the American people to close ranks in the face of a common enemy - the enemy which after the last war turned our military victory into economic defeat. I call upon every citizen of this great Nation to join in a united effort to consolidate our military victories this time by winning through to final victory over inflation.

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INFORMATION

about the Government's

WAGE-PRICE POLICY

(With the regulation)

Issued March 11, 1946 by

OFFICE OF ECONOMIC STABILIZATION-- Chester Bowles, Director

NATIONAL WAGE STABILIZATION BOARD - W. Willard Wirtz, Chairman

OFFICE OF PRICE ADMINISTRATION - Paul Porter, Administrator

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A MESSAGE

We Americans have every reason to look to the future with confidence. The war taught us that we have vast productive capacity. We know, too, from five years of experience with the greatest inflationary pressures in history, that the cost of living can be and has been kept in line.

We can see ahead the greatest chance this country has ever had for a long-sustained period of full-production, with handsome returns for our industries and our farms and good-paying jobs for everyone willing to work.

Yet our progress toward that goal is being delayed by fear and doubt and blind self-interest. Those are the bottle-necks we must break.

I believe that in the wage-price policy set forth today the American people have a blueprint that can rid our economy of those bottlenecks and clear the way for the greatest flood of goods this great nation has ever seen.

Industry needs and is entitled to firm assurance that it will get speedy decisions on wage and price adjustments where they are needed, and that it can move ahead with long-range full production plans based on stable costs and good and steady profits.

Workers have a right to assurance that they are free to bargain for reasonable wage increases under the wage patterns clearly established. They have a right to assurance that government decisions on the agreements which come out of collective bargaining will be made speedily.

Farmers have a right to assurance that their farm income will be maintained at permanently high levels so that they may have a fair share of our national peacetime prosperity.

All of us, no matter how we make our living, are entitled to know that the rents and prices we pay are not going to shoot up in the months ahead. And we have a right to expect - at prices we can afford - more durable goods, more clothing, more homes and the other things which we so badly need today.

I believe sincerely that the wage-price policy is a practical step toward a future of sustained prosperity. I believe that we can make the plan work to get the all-out production needed eventually to lick inflation. In the meantime we can continue holding the price and rent line against the kind of disastrous boom and collapse which began just about this time after the last war.

We can't expect, however, that this plan will work automatically. First, every employer and every worker and every farmer must want to make it work. That means tackling the job in the same spirit in which we tackled our war job. It means a good deal of give and take - - and perhaps a little sacrifice. It means a little self-control over our own self-interests; a little less scrambling to get ahead of the next fellow who may seem to have some slight, temporary advantage.

Second, we must continue to have effective governmental tools to do the job.

Finally, all government agencies involved in the new stabilization program must streamline their machinery even further and work even harder to give businessmen, farmers and workers fair and quick decisions. I know this is an objective on which all government leaders agree.

The American people are determined to see that our economy works for all the people. They are determined that this fight to avert the tragedy of inflation will be won. Upon the outcome of this fight hangs, not only the value of our earnings and our savings tomorrow, but also our security and our economic and social progress for years to come.

We have the sure knowledge that there is nothing inevitable about inflation, for it would be a catastrophe of our own making. With the right spirit and the right tools we can get the production we need in the months ahead, and at the same time insure a safe, sound foundation for a healthy and prosperous economy after this emergency has been long forgotten.

Chester Bowles

Chester Bowles
Director of Economic Stabilization

SOME GENERAL QUESTIONS and their ANSWERS

1. Q. WHAT IS THE PURPOSE OF THE NEW WAGE-PRICE POLICY ANNOUNCED BY PRESIDENT TRUMAN ON FEBRUARY 14TH IN EXECUTIVE ORDER NO. 9697?

A. To maintain the "Stability of the economy in the present emergency" and to clear the decks for full-speed-ahead in production, the order provides:

FIRST, a basis for reasonable wage settlements in all cases. Labor is assured the opportunity to obtain wage adjustments in line with those worked out in free negotiations, or recommended by the government, since V-J day.

And SECOND, prompt adjustments in price ceilings wherever they are necessary to relieve hardship or increase production of essential goods.

2. Q. WHAT ARE THE BASIC SIMILARITIES BETWEEN THE NEW WAGE-PRICE POLICY AND THE PREVIOUS POLICY?

A. The new policy is not a brand new program but an adaptation of the old to fit present conditions.

The new policy, like the old, calls for free collective bargaining within the framework of the stabilization program. Except in a few special situations, it imposes no direct prohibitions on wage or salary increases.

Like the old, the new policy puts limits upon the extent to which wage or salary increases can be reflected in higher prices or higher costs under government contracts. Such increases must be approved by the government before they can be used for these purposes.

3. Q. WHAT ARE THE PRINCIPAL DIFFERENCES BETWEEN THE NEW WAGE-PRICE POLICY AND THE PREVIOUS POLICY?

A. Under the old policy, the standards for approval of wage or salary increases were relatively limited. These standards were not intended to limit the amounts of the increases which would actually take place. On the contrary, so-called unapproved increases, over and above the standards for approval, were encouraged. But these unapproved increases could not be reflected in higher ceiling prices right away. After a six-month test period, however, OPA was directed to take them into full account and to give any price relief which the test period showed was called for under established pricing standards.

This policy worked well in the majority of cases. Thousands of wage agreements have been concluded in orderly fashion under this policy. Prices have been held in line.

In many industries, however, labor has suffered a severe loss in take-home pay, as a result of loss of overtime, downgrading and similar factors. In some of these industries, employers could not absorb, even for a test period, the increases in wage rates which were necessary to give labor at least partial compensation for this reduction in earnings and to offset the increases in the cost of living since before the war.

The new policy meets this difficulty squarely and realistically. It liberalizes the standards for approval of wage and salary increases. The basic standard consists of the patterns of adjustment which have actually been established in the various industries and localities during the period between V-J Day and the date of the order.

Having liberalized the standards for approval, the new policy no longer encourages unapproved wage or salary increases. Consideration of such increases is barred, not merely for six months, but for the duration of the stabilization laws in determining either price ceilings or costs under government contracts.

Wage or salary increases which are going to be used in applying for price relief immediately, or for increasing costs to the government, must be approved in advance.

4. Q. WILL THE NEW POLICY REQUIRE PRICES TO BE INCREASED WHEREVER WAGE RATES HAVE GONE UP?

A. Far from it. Higher wage rates do not necessarily mean proportionately higher labor costs. Loss of overtime, downgrading, an improved labor force and other factors, offset the effect of higher rates on labor costs in whole or in part.

The whole record since the last war proves this point clearly. In 1919 our industrial workers earned on the average only 47 cents an hour. Today the average is 99 cents an hour, more than twice as much. Yet the average of prices we are now paying in the stores is just about the same as it was in 1919. And the process has not bankrupted American business either. Corporation profits before taxes last year were three times what they were in 1919.

Even when increases in wage rates do increase costs, they do not by any means always call for price increases. The effects that higher labor costs have on prices vary sharply from industry to industry. In one industry direct labor costs may make up only 10 percent of the cost of manufacturing. Thus, a 10 percent wage increase in such an industry could, at the maximum, increase the total cost of manufacturing only one percent. In other industries where wages make up a larger part of the total cost the impact will naturally be greater. But even where there are substantial cost increases manufacturers will not necessarily have to raise prices. Many of them are in such a highly profitable position that they will be fully able to absorb the increases, and still show much higher earnings than before the war.

5. Q. WHAT DOES THE NEW WAGE-PRICE POLICY MEAN TO THE AVERAGE AMERICAN FAMILY WHICH IS SO CONCERNED ABOUT THE COST OF LIVING?

A. First of all, it means that consumers can expect to get larger supplies of refrigerators, washing machines, automobiles and all the other peacetime goods we're all waiting for. Secondly, it will not mean a new higher level of prices. More than two-thirds of the average family's expenditures go for food, rent and clothing. The new wage-price policy should have no effect on rents and little or no effect on food and clothing. Special steps are being taken to increase production of low-priced clothing and thus to reduce the average family's clothing bill. Prices for some metal goods will undoubtedly increase somewhat. Such increases mean a bulge in the price line. But there will be no break-through.

6. Q. WHAT DOES THE NEW WAGE-PRICE PROGRAM MEAN TO THE AVERAGE EMPLOYER?

A. It means quicker settlement of wage problems. It means prompt price relief where hardship exists under fair pricing standards. It means that the way is cleared for all-out production.

7. Q. WHAT DOES THE NEW WAGE-PRICE POLICY MEAN TO THE AVERAGE WORKER?

A. It means that barriers to fair wage and salary adjustments, through collective bargaining or otherwise, are removed. It means that the worker is protected against a runaway cost of living which would destroy the benefits of the adjustments.

8. Q. WHAT DOES THE NEW WAGE-PRICE POLICY MEAN TO THE AVERAGE FARMER?

A. It means an increased flow of machinery, tools and other peacetime goods he needs to run his farm. And it is unlikely that there will be any real increase even in the prices of the farm equipment he buys. It means that the declining income which many farmers expected after V-J Day will not materialize because the wartime purchasing power of many industrial workers will be at least partially restored through increases in wage rates.

9. Q. WILL THE NEW WAGE-PRICE POLICY TIE BUSINESSMEN AND LABOR UNIONS UP IN RED TAPE AND DELAY?

A. Emphatically no. The Government is obligated to give both groups the fastest possible action, if we are to get the flood of production we need. The new wage-price program contains new provisions for stream-lining procedures to the limit. However, this is a two-way obligation. Businessmen will have to cooperate by supplying accurate data and supplying it more quickly than has been the case on many occasions in the past.

10. Q. WHAT AGENCIES WILL ADMINISTER THE NEW WAGE-PRICE POLICY?

A. The same agencies which have been administering the previous policy. The National Wage Stabilization Board will pass finally on all applications for approval of wage increases, except those involving agricultural labor and so-called Lea Amendment cases. The Board acts also on increases for certain salaried employees receiving $5,000 per annum or less. This agency consists of a national and twelve regional tripartite boards made up of industry, labor and public representatives. It was established at the beginning of this year to carry on the stabilization functions of the War Labor Board.

The Salary Stabilization Unit in the Treasury Department will pass finally on all applications for approval of salary increases other than salary increases under the jurisdiction of the National Wage Stabilization Board.

The Department of Agriculture will continue to administer wage controls applying to agricultural labor.

The Office of Price Administration, of course, will administer the price features of the new policy, with the approval of the Secretary of Agriculture as required by law in certain cases.

The Director of Economic Stabilization will direct and coordinate the overall policies and see that the program in general is carried forward promptly and uniformly in line with the President's executive order.

QUESTIONS and ANSWERS about Wages under the new policy

11. Q. CAN AN EMPLOYER LAWFULLY MAKE A WAGE OR SALARY INCREASE WITHOUT GETTING GOVERNMENT APPROVAL?

A. Yes. Under the new executive order, so-called unapproved wage or salary increases are still lawful, with certain exceptions, just as they were before. However, wage or salary increases must be approved before they can be used as a basis for securing an increase in price or rent ceilings or utility rates or for increasing costs to the United States under Government contracts. Unless approved, such increases cannot, for the duration of the stabilization laws, be considered for such proposes.

12. Q. ARE THERE EXCEPTIONS TO THE GENERAL RULE THAT UNAPPROVED WAGE OR SALARY INCREASES ARE NOT UNLAWFUL?

A. Yes. These exceptions are the same as those which existed before the new Executive Order.

Wages in the building construction industry cannot be increased without the prior approval of the Wage Adjustment Board. (This agency, made up of management, labor, and public representatives, has administered wage controls in this particular field throughout the war).

Wage increases which do not conform to the ceilings on agricultural labor established by the Department of Agriculture are unlawful.

Certain inequity adjustments in the basic steel industry called for by the War Labor Board's decision of November 25, 1944, in the "basic steel case" still require prior approval.

Finally, new job rates in new plants, or in new departments of existing plants, are unlawful without specific approval, except to the extent that advance approval may be given by general order.

The new executive order authorizes the Economic Stabilization Director to provide that additional classes of wage or salary increases shall be unlawful unless made with prior approval, if in his judgment such action is necessary to prevent wage or salary increases inconsistent with the purposes of the stabilization laws.

The new executive order and regulations do not affect pre-existing rules as to wage decreases. All wage decreases are unlawful unless approved before being made.

13. Q. WHAT IS MEANT BY AN "APPROVED" WAGE OR SALARY INCREASE?

A. An approved wage or salary increase is one which can be used as a recognized item of costs in applying for an increase in price or rent ceilings or utility rates, or as a basis for reimbursement under Government contracts. An unapproved increase cannot be used for any of these purposes for the duration of the stabilization laws.

The executive order itself gives blanket approval to certain classes of wage or salary increases.

The order also authorizes the Economic Stabilization Director to give blanket approval to additional classes of increases. Several such classes of increases are approved in the new wage-price regulations.

Where such advance approval has been given, no further application to any wage or salary stabilization agency is required.

Approval of other wage or salary increases can be secured only on specific application to the appropriate wage or salary stabilization agency.

14. Q. MAY AN EMPLOYER MAKE A WAGE OR SALARY INCREASE AND THEN APPLY FOR APPROVAL OF IT AFTERWARD?

A. In two classes of cases, yes. In others, no.

The first class of cases is one established by an earlier order of the Stabilization Administrator. For an interim period, until March 15, 1946, an employer may make an unapproved wage or salary increase without waiving the right to seek approval afterward. He must, however, apply for such approval within 30 days after the increase is first reflected in current payrolls.

The new regulations provide for a second class of cases in which approval of a wage or salary increase may be sought after it has been made. An employer need not secure prior approval of a wage or salary increase if he has no present intention of using it as a basis for seeking an increase in price or rent ceilings or utility rates or for increasing costs under a Government contract, and if he so states in a notice describing the increase filed with the appropriate wage or salary stabilization agency within 30 days after the increase is first reflected in current payrolls.

If the employer files such a notice, he can ask for approval of the increase at any later time. Approval will be given or withheld on the same basis as if it had been sought before the increase was made.

If an employer makes an unapproved wage or salary increase on or after March 15, 1946, and fails to file such a notice, he will be deemed to have waived any right to use the increase as a basis for seeking price increases, or for any of the other purposes stated above.

15. Q. IF AN EMPLOYER MAKES A WAGE OR SALARY INCREASE WITHOUT PRIOR APPROVAL AND GIVES NOTICE THAT HE HAS NO PRESENT INTENTION OF USING IT AS A BASIS FOR SEEKING A PRICE INCREASE, MAY HE APPLY FOR A PRICE INCREASE LATER?

A. Yes. He must, of course, first secure approval of the wage increase. OPA will then consider his application for price relief, if he shows a reasonable ground for the change in his original intention. Any price relief called for on the basis of the established pricing standards will then be given.

16. Q. WHAT IS THE PURPOSE OF REQUIRING AN EMPLOYER TO SECURE APPROVAL OF A WAGE OR SALARY INCREASE BEFORE MAKING IT IF HE INTENDS TO USE THE INCREASE AS A BASIS FOR AN IMMEDIATE APPLICATION FOR PRICE RELIEF?

A. Wages and salaries, of course, are most closely tied to prices in those cases in which the employer believes that a wage or salary increase will require an immediate price increase. The new standards of approval represent the limits upon the amounts of the wage or salary increases which can be permitted to affect prices, consistently with continued stabilization.

While employers are not prohibited from agreeing to absorb additional increases, it is important that any such agreement should be made with open eyes. Otherwise, widespread wage settlements might be made in excess of the standards for approval without awareness. This would create the dilemma of either imposing severe and often intolerable hardship upon employers in many cases, or of permitting a break in the wage-price policy which would upset the stabilization program.

17. Q. WHAT CLASSES OF WAGE OR SALARY INCREASES ARE GIVEN ADVANCE APPROVAL BY THE PRESIDENT'S EXECUTIVE ORDER ITSELF?

A. The President's executive order gives advance approval to two classes of wage and salary increases: (1) Any increase lawfully made before the date of the order (February 14, 1946), and (2) any increase made at any time in accordance with a governmental recommendation announced before the date of the order.

The National Wage Stabilization Board and the Salary Stabilization Unit in the Treasury Department will give rulings, upon request, on questions as to whether a particular increase under their jurisdiction falls within one of these classes.

18. Q. WHAT ADDITIONAL CLASSES OF WAGE OR SALARY INCREASES ARE GIVEN ADVANCE APPROVAL BY THE NEW WAGE-PRICE REGULATIONS?

A. (1) Increases made by employers who employ no more than eight employees, unless wages for such employees have in the past been determined by a master contract, or by similar or identical contracts, on an industry or area-wide basis, or unless the National Wage Stabilization Board provides for specific approval in the particular type of case.

(2) Increases providing for a maximum of six paid holidays a year;

(3) Increases providing for night shift differentials not exceeding 5 cents for a second shift or ten cents for a third shift;

(4) Increases providing for paid vacations of no more than one week after one year of employment and two weeks after five years of employment.

(5) In addition, the regulations authorize the wage or salary stabilization agencies to issue pattern orders, or other general orders, which will give advance approval to a much larger number of increases. Several such pattern orders have already been issued by the National Wage Stabilization Board. The Board will issue comparable orders as rapidly as possible.

These blanket approvals, of course, do not cover increases in the building and construction industry and other classes of cases (listed in Qestion 11, above) in which no increase is lawful without specific approval.

19. Q. WILL A SEPARATE APPLICATION FOR APPROVAL HAVE TO BE FILED WITH THE APPROPRIATE AGENCY FOR EVERY WAGE OR SALARY INCREASE NOT FALLING WITHIN ONE OF THE CLASSES WHICH HAS BEEN GIVEN ADVANCE APPROVAL?

A. Yes, if the employer wishes to use it as a basis for seeking an increase in price or rent ceilings or utility rates or for increasing costs to the United States under a Government contract.

However, the classes of increases which are given advance approval will be steadily enlarged as a result of the issuance of pattern orders and similar general orders by the National Wage Stabilization Board and the Salary Stabilization Unit.

20. Q. WHEN A GENERAL ORDER HAS BEEN ISSUED BY THE NATIONAL WAGE STABILIZATION BOARD OR THE SALARY STABILIZATION UNIT GIVING ADVANCE APPROVAL TO A CLASS OF WAGE OR SALARY INCREASES, MAY AN EMPLOYER SECURE APPROVAL ON SPECIAL APPLICATION OF AN INCREASE IN EXCESS OF THE AMOUNT APPROVED BY THE GENERAL ORDER?

A. Ordinarily not. Thus, the Board's pattern orders, once issued, will establish definite limits upon the wage increases which can be approved in the industry or industries covered by the order. Only in special types of situations will an application for approval of an increase in excess of the recognized pattern be entertained.

21. Q. WHERE SHOULD AN APPLICATION FOR APPROVAL OF A WAGE OR SALARY INCREASE BE FILED?

A. No change has been made in the procedure for filing applications for approval or in the scope of authority of the respective wage and salary stabilization agencies.

As was the case before the new executive order, applications for approval of increases subject to the jurisdiction of the National Wage Stabilization Board will continue to be filed with the nearest local office of the Wage and Hour Division of the Department of Labor.

Applications for approval by the Salary Stabilization Unit will be filed as before with the Unit's local regional offices.

Applications for approval of increases for agricultural workers (including those covered by the Lea Amendment) will continue to be filed with the Labor Branch, Production and Marketing Administration, Department of Agriculture, Washington, D. C. or write the appropriate State USDA Wage Board. Applications covering so-called Lea Amendment employees will be transmitted by the Department of Agriculture to the Economic Stabilization Director for his decision.

22. Q. WILL APPLICATIONS FOR APPROVAL OF WAGE OR SALARY INCREASES BE ACTED ON PROMPTLY?

A. Yes. Both the National Wage Stabilization Board and the Salary Stabilization Unit will authorize their regional offices throughout the country to make final rulings on most applications without sending them to Washington. The national offices of these agencies are prepared to act with all possible speed on the few cases requiring their attention. The Board and the Salary Stabilization Unit will streamline the procedures for submitting applications to the fullest possible extent.

Most important, the pattern orders and other general orders which will give advance approval for increases in specific industries and areas and for other classes of increases will wholly eliminate the need for special application in the classes of cases which the orders cover. Thus the agencies will be able to act more rapidly on the remaining cases.

23. Q. WHAT STANDARDS WILL BE APPLIED BY THE WAGE AND SALARY STABILIZATION AGENCIES IN PASSING UPON APPLICATIONS FOR APPROVAL OF WAGE OR SALARY INCREASES?

A. The executive order and the new regulations issued by the Stabilization Director establish five groups of standards for the approval of wage or salary increases. The wage and salary stabilization agencies may approve:

(1) Increases consistent with a general pattern of wage or salary adjustments which has been established in a particular industry, or in an industry or related industries in a particular local labor market, between August 18, 1945, and February 14, 1946 (See Questions 24 to 27, below)

(2) Increases necessary (where no such pattern was established) to eliminate a gross inequity between wage rates or salaries in related industries, related plants in the same industry, or related job classifications in the same plant. (See Questions 28 and 29 below)

(3) Increases necessary (where no such pattern was established) to make the average increase in wage or salary rates of employees in the appropriate unit since January 1, 1941, equal the percentage increase in the cost of living between January 1941 and September 1945 (namely, 33 per cent). (See Questions 30 and 31, below)

(4) Increases necessary to correct substandard rates. (See Question 32, below)

(5) Increases falling within the wartime wage standards in effect on August 17, 1945 (except the standards relating to "rare and unusual" cases) which were used in passing on applications for approval of wage or salary increases. (See Question 33, below)

24. Q. DOES THE NEW "PATTERN" STANDARD MEAN THAT ANY WAGE INCREASE UP TO 18½ CENTS AN HOUR, OR SOME SIMILAR FIGURE, WILL BE APPROVED?

A. No. The executive order does not proceed upon the basis that any nation-wide pattern of wage or salary increases has been established by recent wage settlements. The patterns which it recognizes are patterns for particular industries, or for particular industries or related industries within a particular labor market area. These patterns vary from industry to industry and from locality to locality. In many industries and localities no post-V-J Day pattern was established before the date of the order. In these industries and localities, the principal standards of approval of wage and salary increases will be the "gross inequity" standard and the "cost-of-living" standard.

25. Q. TO WHAT EXTENT WILL "PATTERN" INCREASES BE APPROVED WHERE THERE HAVE BEEN PREVIOUS INCREASES MADE BY THE EMPLOYER SINCE AUGUST 18, 1945?

A. The "pattern" referred to in the executive order and regulations is a pattern of wage rate increases since V-J Day.

If a 16 cent increase is established as the "pattern" in a particular industry, and if a particular firm covered by the pattern had already given only a 10-cent general increase since August 18, 1945, the maximum additional adjustment approvable would be six cents. There would not normally be offset, however, adjustments to individual job classifications to eliminate intra-plant inequities, merit or length of service increases, so-called fringe adjustments (such as night shift differentials, paid holidays and paid vacations), or other non-basic adjustments.

The wage or salary stabilization agencies will determine in individual cases which post-V-J Day adjustments will be offset.

26. Q. HOW WILL THE NATIONAL WAGE STABILIZATION BOARD DETERMINE WHETHER A "GENERAL PATTERN" OF WAGE ADJUSTMENTS HAS BEEN ESTABLISHED IN A PARTICULAR INDUSTRY SINCE V-J DAY AND WHAT CONSTITUTES THE PATTERN?

A. The answer to this question will depend on the particular circumstances presented and cannot be given by any rule of thumb. The Board will consider the adjustments actually made since V-J Day (unless they were only interim settlements with further adjustments contemplated), the extent to which they were made by companies which in the past have been wage leaders, and similar factors.

In some cases the dominant pattern will be found to have developed in terms of percentages, in other cases in cents per hour.

In determining what companies are to be considered as within the pattern, primary regard will be given, in the absence of special circumstances, to the past practice of the particular company in making wage adjustments.

27. Q. HOW WILL THE NATIONAL WAGE STABILIZATION BOARD DETERMINE WHETHER A "GENERAL PATTERN" OF WAGE ADJUSTMENTS HAS BEEN ESTABLISHED IN A PARTICULAR LOCAL LABOR MARKET AREA SINCE V-J DAY AND WHAT CONSTITUTES THE PATTERN?

A. This question again cannot be answered by a rule of thumb. The Board will examine the pattern of actual adjustments in the area involved. In determining what companies are to be considered as within the pattern, primary regard, again, will be given to past practices in making wage adjustments. Thus a particular locality pattern will ordinarily be limited to a particular industry or group of related industries within the locality. Only rarely have wage adjustments in all industries in a locality followed each other so closely as to justify a decision that all such industries are to be considered as related and included within the same pattern.

28. Q. HOW WILL THE NATIONAL WAGE STABILIZATION BOARD DETERMINE WHAT CONSTITUTES A "GROSS INEQUITY" IN WAGE RATES AS BETWEEN RELATED INDUSTRIES?

A. Again no rule of thumb can be stated. The Board will have first to decide whether the two industries in question can be considered to be related. One type of relationship would be reflected in such factors as the similarity or interdependence of products, or management or union identity. Another type of relationship would be a similarity of wage rate structures or a parallelism of job classifications even between two industries selling their products in different markets. A geographical relationship may also be relevant.

The Board must also determine whether a particular disparity in wage rates or wage adjustments as between related industries constitutes a "gross inequity." This determination will call for the weighing of a variety of factors. Consideration will be given to the extent to which the take-home pay of employees in the respective industries has been reduced as a result of the transition to a peacetime economy.

29. Q. HOW WILL THE NATIONAL WAGE STABILIZATION BOARD DETERMINE WHAT CONSTITUTES A "GROSS INEQUITY" IN WAGE RATES AS BETWEEN RELATED PLANTS IN THE SAME INDUSTRY OR LOCALITY OR AS BETWEEN RELATED JOB CLASSIFICATIONS IN THE SAME PLANT?

A. Standards for deciding these questions have been developed under previous executive orders and are well-established.

30. Q. HOW DOES THE NEW COST-OF-LIVING STANDARD DIFFER FROM THE COST OF LIVING STANDARD IN THE PREVIOUS EXECUTIVE ORDER?

A. Under the previous executive order increases were approved only to the extent that the increase in average straight time hourly earnings in the appropriate unit since January 1, 1941, had fallen short of 33 percent. The new executive order provides for approval of increases in basic wage or salary rates if hourly rates in the appropriate unit have not risen 33 percent since January 1, 1941. The application of this standard in the case of employees on other than hourly rates, suchas piecework, will be worked out by the National Wage Stabilization Board on a case-by-case basis.

31. Q. WHAT IS THE IMPORTANCE OF THE NEW COST-OF-LIVING STANDARD?

A. The cost-of-living standard will be the principal basis for approval of wage or salary increases for employees in industries in which no pattern of adjustment was established between August 18, 1945, and February 14, 1946, and which are not found to be related to any industry in which such a pattern was established.

32. Q. HOW WILL THE STANDARD WHICH PROVIDES FOR APPROVAL OF WAGE OR SALARY INCREASES NECESSARY TO CORRECT SUBSTANDARDS OF LIVING BE APPLIED?

A. Increases up to 55 cents per hour were given advance approval under the old executive order. Increases up to 65 cents an hour have been approved in individual cases. The National Wage Stabilization Board will determine the extent to which approval of increases to correct substandards of living should hereafter be given in advance or on a case-by-case basis.

The Board will continue to approve adjustments necessary to maintain proper differentials between related job classifications after "substandard" increases have been made.

33. Q. WHY DO THE NEW REGULATIONS STILL PROVIDE FOR APPROVAL OF WAGE OR SALARY INCREASES CONFORMING TO THE WARTIME WAGE STANDARDS AS ADMINISTERED BEFORE AUGUST 18, 1945?

A. The wartime standards are largely superseded by the new standards. However, these standards were developed in great detail and made provision for a variety of special problems, such as fringe adjustments, merit increases, bonus plans, correction of intraplant inequities and the like, which may still arise. In many of these cases, the old standards are still appropriate.

34. Q. DO THE NEW STANDARDS FOR APPROVAL APPLY TO ALL WAGE AND SALARY INCREASES?

A. No. Since V-J Day, direct wage controls have been maintained over wage adjustments in the building and construction industry and the standards for approval of wage increases in that industry have remained as they were prior to V-J Day. Special considerations affecting wage levels in the building and construction industry have been recognized throughout the stabilization program as making necessary the use of special standards for approval of wage adjustments.

The Wage Adjustment Board, which includes employer and employee representatives familiar with the structure and the problems of the building and construction industry, will continue to act on applications for approval of wage adjustments in that industry.

The wage and salary stabilization agencies also have authority, with the approval of the Economic Stabilization Director, to establish special standards for approval, which may be more restrictive than those specified in the Executive Order, if the need for establishing such standards should arise with respect to any other classes of cases.

35. Q. WHY DO THE NEW EXECUTIVE ORDER AND REGULATIONS NOT REFER TO THE OLD "BOTTLENECK" STANDARD?

A. It is not expected that special action will be necessary, under the new standards of approval of wage increases, for the purpose of removing impediments to the recruitment of labor in "bottleneck" industries. If this expectation should prove mistaken, any necessary action can be taken under the provision of the new executive order which authorizes the wage or salary stabilization agencies, with the approval of the Economic Stabilization Director, to establish special standards for approval of wage or salary increases to be applied in particular industries or classes of cases.

36. Q. HOW WILL THE NEW STANDARDS FOR APPROVAL OF SALARY INCREASES BE APPLIED BY THE SALARY STABILIZATION UNIT?

A. So far as practicable, by issuance of general orders which will make applications for specific approval unnecessary. The Unit is now preparing a general regulation which will give advance approval to increases for most salaried employees corresponding to increases authorized by any "pattern" order issued by the National Wage Stabilization Board.

Cases which require special application will be decided by the Unit on the basis of standards similar to those applied by the National Wage Stabilization Board with respect to the wage or salary increases subject to its jurisdiction.

37. Q. HOW DO THE NEW EXECUTIVE ORDER AND REGULATIONS APPLY IN THE CASE OF EMPLOYERS WHO ARE NOT SUBJECT TO PRICE OR RENT CEILINGS?

A. The executive order and the regulations apply to wage or salary increases made by employers who are public utilities or common carriers and by employers who furnish products or services under contract with federal procurement agencies. They also apply to increases made by employers subject to price or rent ceilings which are suspended. Employers who, at the time of making an increase, do not fall within any of these categories and are not now subject to price or rent ceilings may, of course, wish to protect themselves against the possibility that making an unapproved increase will operate as a waiver at some future time if price or rent ceilings in their industry or area should be restored. They can secure this protection by filing the statement referred to in the answer to Question 14.

38. Q. HOW DO THE NEW EXECUTIVE ORDER AND REGULATIONS APPLY IN THE CASE OF WAGE OR SALARY INCREASES MADE IN ACCORDANCE WITH ARBITRATION AWARDS OR RECOMMENDATIONS OF PUBLICLY-APPOINTED FACT-FINDING PANELS, ANNOUNCED AFTER THE DATE OF THE ORDER?

A. The executive order provides that such increases must be approved by the appropriate wage or salary stabilization agency before being put into effect, unless the employer is willing to waive any right to use the increase as a basis for seeking an increase in price or rent ceilings or utility rates or for increasing costs to the United States under a Government contract. The regulations, however, authorize the employer to file the statement referred to in the answer to Question 14, in lieu of such a waiver.

39. Q. WILL THE PROVISIONS OF THE NEW ORDER AND REGULATIONS MAKE POSSIBLE THE EFFECTIVE STABILIZATION OF WAGES AND SALARIES?

A. The best judgment of the stabilization agencies is that they will.

The President's executive order and the regulations provide unqualifiedly that unapproved wage or salary increases may not, for the duration of the stabilization laws, be reflected in higher prices or in higher costs under Government contracts.

Through the issuance of pattern orders for particular industries, or particular industries within a locality, definite limits to the amount of approved increases, known to all parties, will be established. These limits will cover a steadily increasing number of employees.

In cases in which these limits have not been made known by general order, the provisions for prior approval, where the increase is to be used as a basis for an immediate application for price relief, will make possible clear understanding of the stabilization limits before the increase is made.

The new standards of approval are fair to employees and will be fairly administered. In these circumstances labor can reasonably be asked to accept these standards as measuring the extent to which wage and salary increases can be permitted to affect prices, so long as the need for the stabilization laws continues.

Some QUESTIONS and ANSWERS about PRICES

Employers' Applications for Price Relief

40. Q. MAY OPA ADVISE AN EMPLOYER WHO IS ENGAGED IN WAGE NEGOTIATIONS WHAT PRICE INCREASE HE MIGHT BE ENTITLED TO IF HE SHOULD MAKE A CERTAIN WAGE INCREASE AND SECURE APPROVAL OF IT?

A. No. If OPA is to achieve its objective of speeding production wherever this can be done by prompt and fair price adjustments, OPA must not become entangled in wage negotiations. If OPA gave advance opinions to employers, it would quickly find itself a third party - and in the middle - in almost every wage bargain in the nation. This would destroy both orderly collective bargaining and fair and effective price administration. OPA, of course, will always be glad to tell employers which pricing standards are applicable to their cases.

41. Q. WOULD THE ANSWER TO THE ABOVE QUESTION BE DIFFERENT IF THE EMPLOYER HAD AGREED TO A PARTICULAR WAGE INCREASE, BUT HAD NOT YET SECURED APPROVAL OF IT?

A. No. However, pending approval of a wage increase for which application has been made, an employer or his industry can present the facts to OPA, and OPA can then take steps to expedite action on the application as soon as the wage increase has been approved. In advance of approval of wage increase, however, OPA can neither authorize a price increase nor determine or discuss how much it might amount to.

42. Q. IF AN EMPLOYER HAS MADE AN APPROVED WAGE INCREASE OR HAS APPLIED TO A WAGE STABILIZATION AGENCY FOR APPROVAL, HOW SHOULD HE APPLY FOR A PRICE INCREASE?

A. He may write to OPA directly requesting consideration of an increase in the ceilings of the products which his industry makes. If OPA believes that price action may be necessary in his industry, it will immediately consult with the advisory committee appointed for that industry before making final price determinations. If an industry advisory committee has not been appointed for that industry, OPA will act quickly to appoint one and consult with it before making final price determinations unless some other more expeditious method of industry consultation can be obtained. It will take interim action without awaiting the action by the committee, if this appears necessary. Moreover, OPA will advise the employer if he is eligible for individual price relief.

43. Q. DOES OPA ALREADY HAVE INDUSTRY ADVISORY COMMITTEES IN MOST INDUSTRIES?

A. Yes. OPA has organized 623 industry advisory committees.

44. Q. MAY AN EMPLOYER, WHO HAS MADE AN APPROVED WAGE INCREASE APPLY FOR PRICE RELIEF UNDER A REGULATION COVERING HIS PRODUCTS WHICH AUTHORIZES CEILING PRICE ADJUSTMENTS FOR INDIVIDUAL SELLERS?

A. Yes. However, OPA will give industry price actions priority over individual price actions, except when the latter are being used in place of necessary industry-wide actions or when they are required to meet a supply emergency or to encourage the production of low-priced products. Price relief can be extended to a large number of sellers more promptly through a single industry-wide action than through a large number of individual actions.

The Basis of OPA Action

45. Q. DOES THE FACT THAT AN EMPLOYER HAS MADE AN APPROVED WAGE INCREASE ASSURE HIM THAT HE WILL SECURE A PRICE INCREASE?

A. No. Many employers will require no price increase whatever. OPA has always expected manufacturers, wholesalers and retailers to absorb cost increases to the extent of their capacity to do so without assuming an unreasonable burden. Without such cost absorption, effective price control would be impossible, since every price increase would lead to a succession of further increases, thereby setting the inflationary cost-price spiral in motion.

46. Q. HOW DOES OPA DETERMINE WHETHER AN EMPLOYER IS REASONABLY ABLE TO ABSORB AN APPROVED WAGE INCREASE WITHOUT A PRICE INCREASE?

A. OPA has developed standards to determine when prices must be increased as a consequence of cost increases or other developments which decrease earnings. These standards are generally applied on an industry basis. However, the regulations covering many commodities also authorize individual seller adjustments.

47. Q. IN VIEW OF THE NUMBER OF CASES LIKELY TO ARISE UNDER THE NEW WAGE-PRICE POLICY, HOW WILL OPA ASSURE SPEEDY ACTION IN APPLYING ITS STANDARDS GOVERNING PRICE RELIEF?

A. In addition to giving priority to industry-wide hardship cases, OPA is developing a number of short-cuts in procedure, such as:

(1) Analysis and adjustment of most recently available data to determine current earnings position, in preference to a new accounting survey.

(2) Where a new survey is unavoidable, using a streamlined sample and survey form, requesting answers by telegram where possible.

(3) Where the complexity or major importance of an industry makes more extended study necessary, a rough-cut interim action may be taken on a conservative basis to afford relief, pending further study.

(4) Where the size of company, type of product and relative unimportance in relation to the total economy permit automatic pricing by a simple formula, provision will be made for self-computation and filing of new prices in the Regional Offices.

OPA will also continue to follow its decontrol policy wherever possible to cut down the number of industries and products subject to price ceilings.

OPA's Industry Earnings Standard

48. Q. WHEN DOES OPA'S BASIC STANDARD GOVERNING PRICE INCREASES, THE "INDUSTRY EARNINGS STANDARD," REQUIRE OPA TO INCREASE AN INDUSTRY'S CEILINGS?

A. Opa is required to increase ceiling prices for an industry whenever the prices of all its products will not enable the industry to earn the same rate of return, before income taxes, on its present net worth which it averaged on its net worth in a representative peacetime period - usually 1936-39. For example, an industry which is now earning much more on its net worth than it earned in its base period may be well able to pay an approved wage increase and still have a higher rate of earnings than it had in 1936-39. For such an industry, and they are in the majority, no increase would be required under the industry earnings standards. This is not a new standard. It has been used since 1942.

49. Q. DOES THE INDUSTRY EARNINGS STANDARD MEAN THAT AN INDUSTRY WILL NOT BE ALLOWED TO EARN MORE THAN IT AVERAGED IN 1936-39?

A. No. The use of the industry's 1936-39 average profits in the standard has always provided a floor rather than a ceiling for industry profits. Under price control most industries have consistently earned far more than they averaged in 1936-39.

50. Q. DOES THE PRESIDENT'S EXECUTIVE ORDER REQUIRE OPA TO USE ITS INDUSTRY EARNINGS STANDARD IN DECIDING WHETHER AN INDUSTRY WHICH HAS MADE AN APPROVED WAGE INCREASE IS IN HARDSHIP REQUIRING PRICE RELIEF?

A. Yes. The Order directs OPA to grant price adjustments to any industry not operating at temporary low volume which, as a result of an approved wage or salary increase, would not earn an average rate of profit equal, as nearly as may be, to the rate of return which the industry earned in its peacetime base period. The amount of the adjustment must be sufficient to enable the industry to average this earnings rate over the twelve months following the adjustment, except under exceptional circumstances. Moreover, the industry's ceilings must not leave it in a current over-all loss position.

How Will OPA Appraise the Earnings Prospects of Industries?

51. Q. IN DECIDING WHETHER A PRICE INCREASE IS CALLED FOR BY THE NEW EXECUTIVE ORDER, WILL OPA CONSIDER AN INDUSTRY'S FUTURE PROSPECTS AS WELL AS THE EARNINGS IT REPORTS?

A. Yes. The President's Executive Order makes it plain that, in considering whether to increase an industry's ceilings as a consequence of an approved wage or salary increase, OPA must consider the industry's earnings position over the 12 months following OPA's action. Under present changing conditions, OPA would follow this rule in applying the industry earnings standard to any case, regardless of the nature of the cost increases involved.

52. Q. WHY HAS THE EXECUTIVE ORDER REQUIRED THAT OPA, IN PASSING ON A REQUEST FOR HIGHER CEILINGS, SHOULD CONSIDER THE INDUSTRY'S FUTURE PROSPECTS?

A. In this transition period, past earnings experience is no longer a reliable guide to what an industry will earn over the next 12 months. Nearly all industries have the prospect of a marked improvement in costs and earnings over their present level during the next 12 months. To disregard this fact would be to measure the amount of price increases from the bottom of the trough -- through which most industries are now passing -- between high wartime profits and production and high peacetime profits and production. This would result in price increases much higher than those industries actually need. Such high price increases would endanger the economic stability of the whole country. Moreover, if it were to grant them, OPA would be treating industries which had good prospects for earnings improvement more liberally than those which did not.

53. Q. WHAT WOULD OPA DO IN CASE AN INDUSTRY SHOWED NO PROSPECT WHATSOEVER OF IMPROVEMENT IN EARNINGS OVER THE NEXT YEAR?

A. In such a case, OPA would increase prices to the full extent by which the industry's reported earnings, adjusted to a current basis, fell short of its average base-period rate of return.

54. Q. IN APPRAISING AN INDUSTRY'S FUTURE PROSPECTS, WILL OPA CONSIDER ONLY THE FAVORABLE FACTORS?

A. No. OPA will make a realistic appraisal, giving weight to the unfavorable factors as well as the favorable.

55. Q. IN MAKING THE APPRAISAL OF FUTURE TRENDS, HOW WILL OPA USE THE INDUSTRY'S PAST REPORTED EARNINGS?

A. OPA will proceed on the basis of the best profit and loss statement for the industry already available or obtainable within a reasonably short period of time. That profit and loss statement will be subject to two sets of adjustments. First, OPA will adjust it so that it will reflect the true current earnings position of the industry. Second, OPA will make such additional adjustments as may be necessary to reflect the net change in earnings position to be anticipated over the coming year.

56. Q. WHAT ADJUSTMENTS WILL OPA MAKE IN AN INDUSTRY'S EARNINGS STATEMENT TO REFLECT CHANGES IN THE INDUSTRY'S POSITION WHICH HAVE ALREADY TAKEN PLACE OR ARE ANTICIPATED?

A. In making adjustments to reflect the industry's true current position, OPA will, in addition to reflecting the cost of approved wage and salary increases and materials price increases which are being authorized, eliminate seasonal, non-recurrent, or other non-representative factors which, though present in the period covered by the statement, are not a factor in the industry's current situation.

For example, losses resulting from a strike would be eliminated. So, too, would revenue resulting from termination settlements on war contracts. In making adjustments for the future, OPA will reflect, on a reasonably conservative basis, factors such as increase in labor efficiency; reductions in overtime where this is likely; reductions or increases in materials prices; changes in volume and in product and sales mix; and special factors which may be peculiar to a particular industry such as new technological developments or the installation of new facilities.

57. Q. IS IT POSSIBLE FOR OPA TO MAKE ACCURATE JUDGMENTS AS TO CHANGES IN THE VARIOUS FACTORS WHICH WILL AFFECT AN INDUSTRY'S EARNINGS POSITION?

A. Judgments as to future developments, of course, can be neither precise nor certain. However, industry itself cannot operate without making such judgments and, on the average, it does so successfully. OPA will seek assistance and counsel of its industry advisory committees. In view of the prospects for high-level production, sales, and employment, which only economic defeatists would attempt to deny, it is hard to see how reasonably conservative appraisals can result in injury to the industries concerned.

58. Q. CAN OPA MAKE THE NECESSARY ADJUSTMENTS AND APPRAISALS PROMPTLY?

A. Yes. OPA's decisions must be prompt. The necessary data will not require extended accounting investigations. With industry cooperation, it should be possible to reach firm decisions promptly.

59. Q. WHERE OPA GRANTS PRICE INCREASES TO AN INDUSTRY WHOSE EARNINGS CAN BE EXPECTED TO IMPROVE DURING THE YEAR, WON'T THAT INDUSTRY, IN EQUALLING ITS BASE-PERIOD RATE ON THE AVERAGE FOR THE WHOLE YEAR, ACTUALLY BE EXCEEDING ITS BASE-PERIOD EARNINGS RATE IN THE LATTER PART OF THE YEAR?

A. Yes. Most industries receiving price increases after an appraisal of earnings improvement will be making profits at rates materially higher than their base-period rates by the end of the year. However, OPA would not expect to reduce ceilings because they were yielding such good profits. The ceilings would have been fixed in conformity to the President's executive order and would not represent errors in judgment. OPA has never expected that most industries would - or should - be held to their 1936-39 earnings rates.

60. Q. WHAT WILL OPA DO IF ITS APPRAISAL OF AN INDUSTRY'S PROSPECTS SHOULD TURN OUT TO BE WRONG?

A. OPA is prepared to review pricing decisions promptly if in any case later developments should raise substantial doubt whether the industry earnings standard would be satisfied by the ceilings which OPA had set. Should OPA find that the ceilings would not yield earnings as high as those contemplated, a further price increase would, of course, be promptly made. In such a case OPA could not, however, give a special "bulge" increment of increase to make up any deficiency which might have been incurred during the interval.

61. Q. MAY OPA, RELYING ON AN INDUSTRY'S PROSPECTS FOR IMPROVEMENT IN EARNINGS, DENY A PRICE INCREASE TO THE INDUSTRY THOUGH IT IS CURRENTLY IN THE RED?

A. No, unless the industry is operating at temporary low volume. The President's executive order is specific on this point. OPA must increase the industry's ceilings to the point where they will cover the industry's current total costs even though the Price Administrator may be convinced that, without any price increase whatsoever, improvement in the industry's position over the year would result in its equaling its base-period return for the year as a whole.

"Reconversion Industries"

62. Q. WHY HAS THE PRESIDENT'S EXECUTIVE ORDER PROVIDED FOR THE SPECIAL TREATMENT OF INDUSTRIES OPERATING AT "TEMPORARY LOW VOLUME", SUCH AS THE "RECONVERSION INDUSTRIES"?

A. If industries operating at temporary low volume were granted ceilings sufficient to cover their high current costs, the resulting price increases would be abnormally, sometimes fantastically, high. In a free market, a manufacturer who has to produce for a time at low volume can seldom hope to cover his costs. This problem is of special importance today because many manufacturers who reconverted from war work to the production of consumer goods such as household appliances and automobiles may still be obliged, chiefly because of temporary manpower and materials shortages, to operate for a short time longer at subnormal volume.

63. Q. HOW ARE WAGE INCREASES HANDLED FOR TEMPORARY LOW-VOLUME "RECONVERSION INDUSTRIES" UNDER OPA'S RECONVERSION PRICING FORMULA?

A. OPA has priced the products of most reconversion industries on the basis of its "reconversion pricing formula." This formula bases ceilings on 1941 costs plus subsequent legal increases in basic wage rates and materials prices plus the industry's average 1936-39 margin of profit on sales. This formula can now be applied to reflect the new increases in wage rates and, as their extent can be reliably determined, the resulting increases in materials prices.

64. Q. WILL A RECONVERSION INDUSTRY WHOSE PRODUCTS HAVE BEEN PRICED UNDER THE RECONVERSION PRICING FORMULA BE ABLE TO EQUAL ITS PEACETIME EARNINGS?

A. Yes. As such an industry pushes its production up to and beyond its peacetime level, it will escape most of the "bulge" costs of the period of low-volume operations and be able to earn substantially more than its base-period rate of return on net worth, as most other industries will be doing in the course of the year. Once bulge costs are eliminated, the 1936-39 margin on sales allowed by the reconversion formula will, of course, yield more than 1936-39 profits on net worth when applied to the much higher volume of sales to which most industries can now look forward.

65. Q. WILL SUCH AN INDUSTRY'S CEILING PRICES ALWAYS BE GOVERNED BY THE RECONVERSION PRICING FORMULA?

A. No. If a reconversion industry has operated at or close to 1941 volume for a reasonable period of time, say three months, OPA will be able to apply its regular pricing standards and procedures to the industry's actual reported costs and earnings, instead of using its reconversion pricing formula, to determine whether the industry is entitled to an increase in its ceilings. Moreover, if the process of reconversion should be protracted to such an extent as to work special hardship on all or part of an industry, ceilings established under the formula can be re-examined and needed relief authorized.

66. Q. HOW WILL OPA TREAT AN INDUSTRY WHICH CONTINUED TO MAKE SOME OF ITS PEACETIME PRODUCTS THROUGHOUT THE WAR AND HAS ONLY RECENTLY RECONVERTED TO THE PRODUCTION OF THE REST OF ITS PEACETIME LINE?

A. OPA will, so far as practicable, apply its industry earnings standard to so much of the industry's operations as are not covered by the reconversion formula and rely upon that formula to maintain ceilings on reconversion products at a proper level.

Depressed Industries

67. Q. HOW WILL OPA TREAT AN INDUSTRY WHICH IS OPERATING BELOW ITS BASE-PERIOD VOLUME AND IS LIKELY TO CONTINUE TO DO SO INDEFINITELY RATHER THAN TEMPORARILY?

A. In any such exceptional case, OPA would authorize ceilings which would return the industry its current direct costs, plus overhead costs calculated on the basis of its last normal volume, plus its base-period margin of profit on sales.

68. Q. HOW WILL OPA DETERMINE THE NEED FOR PRICE INCREASES OF INDUSTRIES TO WHICH IT HAS PREVIOUSLY FOUND IT IMPOSSIBLE TO APPLY THE BASE-PERIOD EARNINGS TEST?

A. There are some industries whose base period earnings were depressed, and as a consequence OPA has not used those earnings as the basis for granting price increases. Instead, OPA has increased ceilings whenever these failed to assure profitable operation for the bulk of the output. This standard can now be applied on a prospective basis, so that profitable operation over the operiod of the ensuing year will be assured to the firms producing the bulk of the industry's output.

Action in Supply and Other Product Standards Cases

69. Q. WILL OPA, AS A CONSEQUENCE OF AN APPROVED WAGE INCREASE, EVER RAISE THE CEILINGS OF A PARTICULAR PRODUCT WHILE THE INDUSTRY MAKING THE PRODUCT IS EARNING MORE THAN IT DID IN THE BASE PERIOD?

A. Yes. OPA recognizes several situations in which, as a consequence of approved wage or other cost increases, it will raise the prices of particular products made by a prosperous multi-product industry. Perhaps the most frequent examples of such action are cases of price increases where existing ceilings are to interfere with the maintenance or expansion of needed production.

There are special statutory requirements governing increases in ceilings for particular commodities such as meats, fish, and products made from cotton or cotton yarn. Moreover, OPA has recognized a legal obligation to increase the ceilings of any product of a multi-product industry which fails to cover the out-of-pocket costs of the bulk of the output. OPA also is prepared to increase ceilings which do not cover average total costs for the producing industry where failure to do so may interfere with effective transition to a peacetime economy.

70. Q. WILL OPA TAKE APPROVED WAGE AND SALARY INCREASES INTO ACCOUNT IN DECIDING WHETHER AN INCREASE IN CEILINGS IS NEEDED IN ORDER TO EXPAND THE PRODUCTION OF NEEDED ITEMS?

A. Yes. OPA will take prompt action to avoid any interference with necessary production which may be found to result from the impact of approved increases in wages or salaries.

71. Q. WILL OPA MAKE AN APPRAISAL OF THE PRODUCERS' PROSPECTS FOR EARNINGS IMPROVEMENT IN DECIDING WHETHER TO INCREASE PRICES FOR SUPPLY PURPOSES?

A. While some consideration of the prospects of any industry may be appropriate in such supply cases, OPA recognizes the necessity of establishing ceilings at levels which at once will be sufficiently high to meet immediate supply needs.

72. Q. WILL OPA EVER INCREASE THE CEILINGS OF PRODUCTS WHICH ARE NOT ESSENTIAL OR FOR WHICH NO SHORTAGE EXISTS?

A. Yes. OPA will continue to apply its minimum and transition product standards. However, since the application of these standards usually requires cost studies which demand much time and attention from OPA's limited staff, OPA's administrative policy will be to defer actions on the basis of these standards until it is sure that their handling will not interfere with the handling of actions necessary to eliminate hardship to industries in impaired earnings positions, or to assure needed production, or to satisfy special statutory requirements.

How OPA Will Handle Individual Adjustments

73. Q. WILL OPA CONSIDER APPROVED WAGE AND SALARY INCREASES IN PASSING UPON INDIVIDUAL ADJUSTMENTS?

A. Yes. However, as in the case of industry actions under the product standard, OPA may be obliged to establish priority rules for the processing of individual applications to make sure that cases not involving over-all hardship or supply emergencies do not interfere with more essential programs.

74. Q. WILL OPA GIVE PRIORITY TO INDIVIDUAL ADJUSTMENT ACTIONS WHERE THERE IS A SHORTAGE IN SUPPLY?

A. Yes. Where industry-wide action is insufficient to meet pressing supply needs, OPA will give first priority to individual adjustment actions which have this objective.

75. Q. WILL OPA GIVE PRIORITY TO INDIVIDUAL ADJUSTMENT ACTIONS WHERE THE APPLICANT IS IN OVER-ALL HARDSHIP?

A. Yes. However, OPA will have to be satisfied that the applicant's hardship will not be relieved by any industry-wide action recently taken or pending at the time the application is being considered.

76. Q. WILL OPA APPRAISE THE EARNINGS PROSPECTS OF APPLICANTS FOR INDIVIDUAL ADJUSTMENTS?

A. Yes, so far as this is practicable. It must be recognized that such appraisal cannot always be made with the same degree of assurance in the case of individual firms as in the case of industries. However, some adjustments can certainly be made for cost and earnings trends which are common to the industry. Indeed, unless this were done, a serious discrepancy might develop between the level of ceilings fixed by industry action and those set by individual adjustment.

77. Q. WILL OPA CONTINUE TO PROCESS INDIVIDUAL ADJUSTMENT APPLICATIONS BY RECONVERTING MANUFACTURERS?

A. Yes. Some amendments in the existing supplementary orders covering such adjustments may be necessary to bring them into conformity with the new wage-price policy.

78. Q. HOW WILL OPA HANDLE OTHER INDIVIDUAL ADJUSTMENT APPLICATIONS?

A. Individual adjustment applications which do not have priority will be processed as rapidly as time available for staff purposes permit. If a log-jam of serious proportions should begin to develop for any particular commodity, OPA will consider alternative solutions such as the authorization of "automatic" repricing, or the issuance of increase factors to be added by the applicants.

Interim Relief and "Automatic" Pricing

79. Q. WHAT WILL OPA DO IN THE CASE OF MANUFACTURERS WHO MAKE A LARGE NUMBER OF MISCELLANEOUS PRODUCTS AND WHO DO NOT FALL WITHIN ANY CLEARLY DEFINED INDUSTRY?

A. OPA has created a special "task force" to deal with this problem which has recently become acute in the steel fabricating field where there are many such manufacturers. Interim relief, where needed, will be announced shortly for those fabricators whose cases are not being handled under a group of industry actions now being issued.

80. Q. WILL OPA EVER ALLOW MANUFACTURERS TO CALCULATE THE AMOUNT OF THEIR OWN CEILING PRICE INCREASES?

A. Yes. As was pointed out above, "automatic" pricing of this sort is one of the methods which OPA will use to streamline price actions where this is necessary.

81. Q. WHY DOES NOT OPA USE THE SELF-PRICING METHOD FOR ALL INDUSTRIES?

A. OPA has already used this method to a considerable extent in the pricing of new articles and to a lesser extent in authorizing price adjustments. There are many commodity fields, however, where the need for price uniformity precludes its use. Moreover, experience shows that the procedure is open to serious abuse and mistakes (often by sellers whose good faith cannot be questioned). While, therefore, the method cannot be generally employed, there are certain fields where its use, under limited supervision, will give rise to no inflationary dangers. OPA will be expending the method's use in those fields.

Questions and Answers About Distributors' Prices

82. Q. WILL OPA APPLY ITS STANDARDS TO DETERMINE WHETHER TO INCREASE CEILINGS FOR RETAILERS, WHOLESALERS AND OTHER DISTRIBUTORS IF THEY MAKE APPROVED WAGE INCREASES?

A. Yes. As in the past OPA will apply its industry earnings standard to distributive trades as well as to manufacturing industries. Hence, if an approved wage increase, alone or together with other cost increases, should reduce the overall earnings of a trade below their base period level, OPA would act promptly to grant price relief. Distributive earnings have generally been so far above their base-period level as to make the need for action of this sort unlikely for most distributive trades.

83. Q. WILL OPA REQUIRE DISTRIBUTORS TO ABSORB PRICE INCREASES WHICH IT MAY ALLOW MANUFACTURERS?

A. OPA will not authorize price increases for distributors price increases equivalent to those allowed their suppliers if the distributors are found to have a reasonable ability to absorb all or a part of the increases in their suppliers' ceilings. If, however, the increases cannot be absorbed, distributors' ceilings will be revised to the extent necessary. The standards which OPA uses to gauge the ability of distributors to absorb such increases add to the protection given distributors by the industry earnings standard.

84. Q. ARE MOST DISTRIBUTORS LIKELY TO BE REQUIRED HEREAFTER TO ABSORB ANY CONSIDERABLE AMOUNT OF SUPPLIERS' PRICE INCREASES?

A. No. OPA has already required absorption by distributors in many fields to the full extent permitted by its standards. In such commodity fields, no further absorption will be expected. On this basis, for example, there is no reason to expect further absorption as to household furniture, most of the low-cost staple items of apparel, most foods, and some reconversion goods, including a number of household appliances. Dealers in other fields, who have been required to absorb lesser amounts or none at all, will, of course, still have some further margin for absorption.

85. Q. DOES OPA'S REQUIREMENT THAT DISTRIBUTORS ABSORB ALL OR PART OF AN INCREASE IN MANUFACTURERS' CEILINGS DISCRIMINATE UNFAIRLY AGAINST DISTRIBUTORS?

A. No. OPA does not favor manufacturers as against distributors by this requirement. OPA has always required, and by its industry earnings and other standards is still requiring, manufacturers to absorb cost increases to the limit of their reasonable capacity to do so. It would be grossly unfair, as well as inflationary, to make no similar requirement in the case of distributors.

86. Q. WILL OPA'S CONTINUED REQUIREMENT OF COST ABSORPTION BY SOME DISTRIBUTORS BE AN ECONOMIC HARDSHIP TO THEM?

A. No. Most distributive trades have fared extremely well throughout the period of price control. The standards of absorption will permit them to continue to prosper. As was explained above, there are many fields where no further absorption whatever is to be expected. OPA is now reviewing its standards governing distributor absorption to make doubly sure that hardship will not result from changed conditions under the new wage price policy.

Where Industry Wage Actions Are Not Simultaneous

87. Q. HOW WILL OPA TAKE WAGE OR SALARY INCREASES INTO ACCOUNT WHEN MOST EMPLOYERS IN AN INDUSTRY HAVE MADE THEM BUT SOME HAVE NOT?

A. While OPA will generally act only on the bases of approved increases, it will in the interests of promptness take industry action, if needed. When most of the industry has made approved wage increases and most of the rest is reasonably sure to follow in the near future, OPA will be free to take the future wage increases into consideration in making industry-wide price adjustments in such cases, where this will promote effective price administration.

88. Q. HOW WILL OPA TAKE WAGE OR SALARY INCREASES INTO ACCOUNT WHEN SOME EMPLOYERS IN AN INDUSTRY HAVE MADE SUCH INCREASES BUT MOST HAVE NOT?

A. In such a case, OPA will endeavor, wherever practicable, to provide a means of giving prompt relief, if needed, to those employers who have made approved wage increases and for those who later make them. Methods for doing this include providing two levels of ceilings, the higher level being available to employers only as they make the wage increases; authorizing individual adjustments for employers who have made increases, and prescribing increase factors to be used by such employers in calculating their ceilings. However, where uniform prices are essential, it may be necessary to increase the industry ceiling from time to time as more wage increases are made.

Questions About Government Contracts

89. Q. WILL FEDERAL PROCUREMENT AGENCIES TAKE ACCOUNT OF APPROVED WAGE OR SALARY INCREASES MADE AFTER FEBRUARY 14, 1946?

A. Yes. Any approved wage or salary increase made on or after February 14, 1946, (the date of the new executive order) by an employer furnishing goods or services under contract with the United States will be taken into consideration by the procurement agency concerned on the same basis that the agency would take any other cost factor into account.

90. Q. WILL THE PROCUREMENT AGENCIES TAKE ACCOUNT OF WAGE OR SALARY INCREASES WHICH WERE MADE WITHOUT APPROVAL BEFORE FEBRUARY 14, 1946, AND REMAINED UNAPPROVED BEFORE THAT DATE?

A. Only if the procurement agency finds that reimbursement is necessary to prevent hardship to the employer. Otherwise the agency will exclude the costs attributable to the increase.

91. Q. WILL THE PROCUREMENT AGENCIES TAKE ACCOUNT OF UNAPPROVED WAGE OR SALARY INCREASES MADE AFTER FEBRUARY 14, 1946?

A. No. The procurement agencies will not reimburse employers for any costs incurred as a result of such an increase.

NOTE

These questions and answers are issued by the Office of Economic Stabilization, the Office of Price Administration, and the National Wage Stabilization Board, in further explanation of the revised wage-price policy announced by President Truman on February 14, 1946. They are published after extensive consultation among all three agencies. However it should be kept in mind that the National Wage Stabilization Board is a tripartite group whose members represent and act as spokesmen for management, labor and the public. Thus various Wage Stabilization Board members have noted reservations and in some cases registered objections to the answers to particular questions. Specific wage increases will, of course, be considered by the whole Wage Stabilization Board on the facts of the individual cases as they arise.

Here is the
OFFICIAL REGULATION

TITLE 32 — NATIONAL DEFENSE

CHAPTER XVIII — OFFICE OF ECONOMIC STABILIZATION

PART 4001 -- STABILIZATION OF WAGES AND PRICES

SUPPLEMENTARY WAGE AND SALARY REGULATIONS

Pursuant to the authority vested in me by the Stabilization Act of 1942, as amended, and by Executive Order 9250 of October 3, 1942 (7 F.R. 7871), Executive Order 9328 of April 8, 1943 (8 F.R. 4681), Executive Order 9599 of August 18, 1945 (10 F.R. 10155), Executive Order 9651 of October 30, 1945 (10 F.R. 13487), Executive Order 9697 of February 14, 1946 (11 F.R. 1691), and Executive Order 9699 of February 25, 1946 (11 F.R. 1929), the following regulations are hereby promulgated: 1/

SUBPART A — GENERAL PROVISIONS

Section 101. Purpose. The purpose of these regulations is to carry out the policies established in Executive Order 9599 (August 18, 1945), Executive Order 9651 (October 30, 1945), and Executive Order 9697 (February 14, 1946) with respect to increases in wages and salaries and their relationship to prices and rent ceilings and costs to the United States. These regulations supersede the Supplementary Wage and Salary Regulations issued by the Stabilization Administrator on December 5, 1945 (10 F.R. 14820). They supersede all other regulations, directives or rulings of the Economic Stabilization Director 2/ or of the Stabilization Administrator to the extent that they are inconsistent with them.

Section 102. "Approved" and "unapproved" wage and salary increases. As used in these regulations, an "approved" wage or salary increase means an increase which has been approved with the provisions of Section 3 of Executive Order 9697 or of Subpart C of these regulations. An "unapproved" wage or salary increase means any other wage or salary increase. An "approved" wage or salary increase may be taken into consideration in determining price or rent ceilings or costs to the United States in accordance with the provisions of Subpart D of these regulations. An "unapproved" increase is subject to the Conditions stated in Subpart B of these regulations and may not be so taken into consideration.

1/ These regulations supersede the Supplementary Wage and Salary Regulations issued by the Stabilization Administrator on December 5, 1945 (10 F.R. 14820). However, Order No. 1 under Section 4001.306 of these regulations (10 F.R. 15026) and Order No. 2 under Section 4001.306 of those regulations (11 F.R. 1045) remain in full force and effect.

2/ As hereafter used in these regulations, the term "Economic Stabilization Director" includes also the Stabilization Administrator in the case of actions taken between September 20, 1945 and February 25, 1946.

Section 103. What wage and salary increases are lawful. (a) While the making of any wage or salary increase on or after February 14, 1946, is subject to the conditions stated in Subpart B of these regulations, the payment of such an increase is not unlawful, except as provided in the succeeding paragraphs of this section.

(b) Pending provision to the contrary by the National Wage Stabilization Board, a wage or salary increase may not lawfully be made with respect to employees in the building and construction industry who are subject to the jurisdiction of the Wage Adjustment Board, unless the increase, before being put into effect, has been approved in accordance with the applicable requirements of the National Wage Stabilization Board and of the Wage Adjustment Board.

(c) Pending provision to the contrary by the Secretary of Agriculture, a wage or salary increase subject to the wage or salary stabilization regulations of the Secretary of Agriculture is not lawful unless the increase, before being put into effect, has been approved as required by these regulations or unless the increase is permissible under the terms of those regulations.

(d) Pending provision to the contrary by the National Wage Stabilization Board, wage or salary increases for the purpose of eliminating intra-plant inequities in the basic steel industry may not lawfully be made with respect to the rates of employees covered by the Directive Order of the National War Labor Board dated November 25, 1944 unless, before such increases are put into effect, they have been approved in accordance with the applicable requirements of the National Wage Stabilization Board.

(e) Except as the appropriate wage or salary stabilization agency may by regulation or general order provide, no new wage or salary rates for new plants or for new departments in existing plants may be established or paid without the prior approval of such agency.

(f) The Economic Stabilization Director may, by amendment to this section, define further classes of wage or salary increases which will be unlawful unless made with the prior approval of the appropriate wage or salary stabilization agency.

Section 104. List of designated wage or salary stabilization agencies. (a) The following, for the purpose of these regulations, are designated wage and salary stabilization agencies:

(1) The National Wage Stabilization Board, with respect to wages and salaries as to which the National War Labor Board exercised jurisdiction on August 17, 1945.

(2) The Commissioner of Internal Revenue, with respect to salaries as to which the Commissioner exercised jurisdiction on August 17, 1945.

(3) The Economic Stabilization Director, with respect to wages and salaries as to which the National Wage Stabilization Board is precluded from exercising authority by the Lea Amendment to the National War Agencies Appropriation Act of 1946. (Such cases will be transmitted to the Director by the Secretary of Agriculture).

(4) The Secretary of Agriculture, with respect to wages and salaries as to which the Secretary exercised jurisdiction on August 17, 1945.

(b) The provisions of these regulations are also applicable, to the extent authorized by Executive Order 9299 and Section 4 of the Stabilization Act of 1942, as amended, to wages and salaries of employees who are subject to the provisions of the Railway Labor Act.

Section 105. Application to suspended price or rent ceilings. For the purpose of these regulations the terms "price or rent ceilings" shall include price or rent ceilings which have been suspended by the Price Administrator.

Section 106. Wage increases required by certain statutes. Nothing in these regulations shall be construed to prohibit or to attach conditions to the making of any wage or salary increase required by the provisions of the Fair Labor Standards Act, the Walsh-Healey Act, or the Davis-Bacon Act.

SUBPART B -- UNAPPROVED WAGE OR SALARY INCREASES

Section 201. Exceptions to prior approval provisions of Executive Order 9697. Any employer may make a wage or salary increase without the prior approval of any wage or salary stabilization agency and without prejudice to his right of applying for approval of the increase thereafter and using it, to the extent that it is approved, as a basis for seeking an increase in price ceilings or for any other of the purposes described in Section 202, if either:

(a) The employer has no present intention of using the increase as a basis for seeking an increase in price ceilings or for any other of the purposes described in Section 202, and so states in a notice describing the increase filed with the appropriate wage or salary stabilization agency within 30 days after the increase is first reflected in current payrolls; or

(b) The increase is made before March 15, 1946, in accordance with the provisions of General Order 1, issued by the Stabilization Administrator, and application for approval is filed with the appropriate wage or salary stabilization agency within 30 days after the increase is first reflected in current pay-rolls.

Section 202. Waiver of right to seek increased ceilings or to increase costs to the United States by institution of unapproved increase. Except as provided in Section 201, the making on or after February 14, 1946, of any wage or salary increase (other than an increase approved under the provisions of these regulations) without the prior approval of the appropriate wage or salary stabilization agency shall be deemed to be a waiver, during the continuation of the stabilization laws, of any right which the employer might otherwise have to use such increase in whole or in part as a basis for seeking or obtaining an increase in price or rent ceilings or for resisting an otherwise justifiable reduction in price or rent ceilings or (in the case of products or services being furnished under contract with a federal procurement agency) for increasing costs to the United States or (in the case of a public utility or common carrier) for seeking or obtaining an increase in rates.

Section 203. Unapproved increases excluded from consideration in determining price or rent ceilings. (a) The Price Administrator shall not take into consideration any unapproved wage or salary increase in determining price or rent ceilings. Whenever there is presented as a basis for an increase in such ceilings an operating or financial statement which reflects, in whole or in part, the results of operations during a period in which an unapproved wage or salary increase was paid, the Price Administrator shall deduct from the costs as shown in the statement the amount of the increase in payroll resulting from the unapproved increase, except to the extent that the employer affirmatively shows that the increase in labor costs attributable to the unapproved increase was less than the increase in payroll.

(b) No seller or landlord may take any unapproved wage or salary increase into consideration in determining his price or rent ceilings.

Section 204. Unapproved increases excluded as basis for increasing costs to the United States. No unapproved wage or salary increase shall be used as a basis for increasing costs to the United States. No federal procurement agency shall agree to terminate any contract for the purpose of negotiating a new contract which will take into consideration the cost of an unapproved wage or salary increase. So far as practicable, no federal procurement agency shall take any unapproved wage or salary increase into consideration in negotiating a fixed price contract.

SUBPART C -- APPROVAL OF WAGE OR SALARY INCREASES

Section 301. Wage or salary increases which are approved without further application to wage or salary stabilization agencies. Except as provided in Section 103, any wage or salary increase of a kind described in this section shall be deemed to be approved for the purposes of these regulations:

(a) Any wage or salary increase lawfully made without specific approval or approved by the appropriate wage or salary stabilization agency before February 14, 1946.

(b) Any wage or salary increase made at any time in accordance with a governmental recommendation in a wage controversy announced before February 14, 1946.

(c) Any wage or salary increase made on or after February 14, 1946, by an employer who at the time the increase was put into effect employed not more than eight employees: Provided, that unless expressly extended by announcement of the appropriate wage or salary stabilization agency this exception shall not apply with respect to employees whose wages, hours or working conditions have been established or negotiated on an industry, association, area, or other similar basis by a master contract or by similar or identical contracts: and Provided, further, that the appropriate wage or salary stabilization agency may make such other exclusions from this exception as it may deem necessary to carry out the purposes of Executive Order 9697.

(d) Any wage or salary increase made on or after February 14, 1946, resulting from the institution of a plan which provides for (1) not more than six paid holidays per year, or (2) extra payments for night work, to the extent that such extra payments do not exceed five cents per hour for work on a second shift or ten cents per hour for work on a third shift, or (3) paid vacations to employees, to the extent that such paid vacations do not exceed one week for any employee having completed one year or more of employment with the employer and two weeks for any employee having completed five or more years of employment with the employer.

(e) Any wage or salary increase made in accordance with the provisions of a regulation or general order issued by the appropriate wage or salary stabilization agency pursuant to Section 308 of these regulations.

Section 302. Wage or salary increases approvable only on application to wage or salary stabilization agency. A wage or salary increase which does not fall within one of the classes listed in Section 301 may be approved only on application to, and decision by, the appropriate wage or salary stabilization agency. Such an increase shall be approved only if the appropriate wage or salary stabilization agency finds that it falls within one or more of the classes of cases described in Sections 303 to 307 and only to the extent to which it is found approvable under the terms of those sections. Upon the determination by the appropriate wage or salary stabilization agency that a wage or salary increase is approvable under the terms of the applicable section, the increase shall be deemed to be approved also by the Economic Stabilization Director.

Section 303. Increases consistent with industry or local area pattern. The appropriate wage or salary stabilization agency shall approve a wage or salary increase which it finds to be consistent with the general pattern of wage or salary adjustments which has been established in the particular industry, or in the particular industry or related industries within the particular local labor market area, during the period between August 18, 1945, and February 14, 1946.

Section 304. Increases to correct gross inequities. In any case in which it finds that no applicable pattern of wage or salary adjustments was established during the period between August 18, 1945 and February 14, 1946, the appropriate wage or salary stabilization agency shall approve a wage or salary increase which it finds is necessary to eliminate a gross inequity between wage rates or salaries in related industries, related plants in the same industry or locality, or related job classifications in the same plant which would interfere with the effective transition to a peacetime economy. In determining whether there exists a gross inequity between related industries, within the meaning of this section, consideration shall be given to the extent to which the take-home pay of the employees in the respective industries has been reduced as a result of the transition to a peacetime economy.

Section 305. "Cost of living" increases. In any case in which it finds that no applicable pattern of wage or salary adjustments was established during the period between August 18, 1945 and February 14, 1946, the appropriate wage or salary stabilization agency shall approve a wage or salary increase which it finds necessary to correct a maladjustment which would interfere with the effective transition to a peacetime economy and which is further necessary to make the average increase since January 1, 1941 in wage or salary rates of employees in the appropriate unit equal the percentage increase in the cost of living between January 1941 and September 1945. For the purposes of this section this percentage increase in the cost of living shall be deemed to be 33 per cent.

Section 306. Increases to correct substandards of living. The appropriate wage or salary stabilization agency shall approve a wage or salary increase which it finds is necessary to correct substandards of living.

Section 307. Increases falling within standards in effect prior to August 18, 1945. The appropriate wage or salary stabilization agency may approve any wage or salary increase which it finds falls within one of the standards in effect on August 17, 1945, (except the standards relating to "rare and unusual" cases) under which applications for wage or salary increases were approved.

Section 308. Issuance of general pattern and other orders. (a) The appropriate wage or salary stabilization agency shall have authority by regulation or general order to designate particular industries, or particular industries or related industries within a particular local labor market area, with respect to which it finds that a general pattern of wage or salary adjustments has been established, within the meaning of Section 303, or that a specified wage or salary level is necessary to eliminate a gross inequity between wage rates or salaries in related industries or in related plants in the same industry or locality, within the meaning of Section 304, and to provide that any wage or salary increase conforming to such regulation or general order shall be deemed to be approved.

(b) No wage or salary increase or part thereof which is made by an employer who falls within the terms of a regulation or general order issued pursuant to paragraph (a) of this section and which is in excess of the amount approved by such regulations or order shall be approved under any other provision of this regulation, except Section 306 or Section 307, unless the appropriate wage or salary stabilization agency finds, with the approval of the Economic Stabilization Director, that because of special circumstances such approval is necessary to effectuate the purposes of Executive Order 9697.

(c) The appropriate wage or salary stabilization agency may, with the approval of the Economic Stabilization Director, give advance approval by regulation or general order to other classes of wage or salary increases.

Section 309. Agreements for conditional wage or salary increases. No wage or salary stabilization agency shall consider or act upon an application for approval of any wage or salary increase which appears to be conditioned in whole or in part upon the granting of an increase in price or rent ceilings. This provision, however, shall not be a bar to consideration of an increase which is conditioned upon approval by the appropriate wage or salary stabilization agency nor of an increase which is not to be put into effect until a determination has been made by the Office of Price Administration as to whether an increase in price or rent ceilings is required.

SUBPART D -- EFFECT OF APPROVED WAGE OR SALARY INCREASES

Section 401. Effect of approved increases in determining price or rent ceilings. (a) In determining price or rent ceilings, the Price Administrator shall take into consideration, consistently with the provisions and purposes of Executive Order 9697, any wage or salary increase which is approved under the provisions of these regulations. In so doing, however, the Price Administrator shall exclude from consideration any retroactive part of any such increase -- that is, any part paid on account of work done prior to the date when the increase was made, except where, in his judgment, different action is required in order to end a supply emergency with respect to the commodity involved which threatens to interfere with the effective transition to a peacetime economy.

(b) Nothing in these regulations shall be construed as directing any increase in price or rent ceilings which is not required under the provisions of an applicable maximum price or rent regulation or under the applicable statutory or administrative standards governing changes in price or rent ceilings, including the standards provided for in Section 2 of Executive Order 9697.

Section 402. Prohibition against adjustment of price or rent ceilings before approved increase has been put into effect or agreed to. Except to the extent permitted in Section 403, the Price Administrator shall not, in the absence of specific approval by the Economic Stabilization Director, authorize any increase in price or rent ceilings or make any commitment to authorize any such increase on the basis of any increase in wages or salaries unless such wage or salary increase has been put into effect or a firm agreement exists to put it into effect. However, in order to expedite adjustment of ceilings after approved increases have been put into effect, the Price Administrator may, while an application for approval of a wage or salary increase is pending, receive applications for increased ceilings based on the wage or salary increase for which approval is being sought.

Section 403. Industry price increases when some employers in industry have not made wage or salary increases. In taking action in accordance with the pricing standards of Section 2 of Executive Order 9697 or of any orders or directives issued by the Economic Stabilization Director pursuant thereto, the Price Administrator may find it necessary from time to time to arrive at a judgment with respect to the earnings position, over the succeeding 12 months, of an industry in which a part, but not all, of the firms have put approved wage or salary increases into effect or have made firm agreements to do so. In such a case, not only is the Price Administrator authorized to take into account any resulting increase in cost to the firms which have taken such action but, where he finds that such firms constitute a large portion of the industry (ordinarily representing at least one-half the total output) and that like wage or salary increases appear reasonably sure to be made by a large portion of the remaining firms in the near future, he may also take into account the increase in cost which he believes likely to result from those future wage increases, when, in his judgment, to do so would promote effective price administration. Where the Price Administrator finds that a portion of the firms in an industry have taken such action with respect to approved wage or salary increases and additional firms are reasonably certain to do so, but where he cannot make the finding required by the preceding sentence, he may not, without the express approval of the Economic Stabilization Director, take into present account such wage or salary increases as may thereafter be made and approved, but he may make whatever provision appears to him just and practicable (e.g., by establishing two levels of ceiling prices, by authorizing individual adjustments, or by prescribing increase factors) to accord price relief, where needed, to those firms which have put approved wage or salary increases into effect or have made firm agreements to do so and to facilitate the granting of price relief on a like basis to those other firms which may thereafter take such wage or salary action.

Section 404. Use of estimates as to effect of approved wage or salary increases on costs. The Price Administrator shall arrive at a judgment as to the effect on costs currently or for the succeeding 12 months of an approved wage or salary increase on the basis of the best data which may be in hand or obtainable from the industry or firm involved within a reasonably short period of time. In so doing, he shall give due consideration to such seasonal, nonrecurring, temporary, or otherwise non-representative factors as may be reflected in such data and also to such relevant factors as he may find have been operative since the period covered by the data, or may be operative in the succeeding 12 months, which indicate that the actual cost of the wage or salary increase is then, or over the latter period will be, higher or lower than the estimates of costs which would otherwise be derived from the data. In appropriate cases, the Price Administrator shall provide for the subsequent review of any adjustment in ceilings put into effect, in the light of actual experience during a representative period of operations subsequent to the increase.

Section 405. Effect of approved increases in determining costs to the United States. In the case of products or services being furnished under contract with a federal procurement agency, such agency may take into consideration, on the same basis as other factors affecting costs, any wage or salary increase which is approved under the provisions of these regulations: Provided, however, that no wage or salary increase which was made on or before February 13, 1946, and was unapproved on that date, shall be a basis for reimbursement under such a contract unless the procurement agency administering the contract finds that reimbursement is necessary to prevent hardship. Nothing in these regulations, however, shall be construed as authorizing or requiring any increase in costs to the United States which is not required by the applicable procurement contract.

Section 406. Increased costs to the United States to be limited to employers who have instituted wage or salary increases. To the fullest practicable extent federal procurement agencies shall provide that no employer shall be eligible for the benefits of any increase in payments by the United States based upon an approved wage or salary increase except to the extent to which he himself has put into effect such wage or salary increase.

(E.O. 9250: E.O. 9328, 3 F.R. Cum. pp. 1213, 1267; E.O. 9599 (10 F.R. 10155); E.O. 9620 (10 F.R. 12033); E.O. 9651 (10 F.R. 13487; E.O. 9697 (11 F.R. 1691) and E.O. 9699 (11 F.R. 1929).

March 8, 1946

Chester Bowles,
Economic Stabilization Director

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Official Rules

Organization and Procedure

of the

National Wage Stabilization Board

and Regional Boards

(Reprinted from Federal Register
of May 10, 1946)

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TITLE 29—LABOR

Chapter VI—National Wage Stabilization Board

PART 801—ORGANIZATION AND JURISDICTION

The National Wage Stabilization Board has revised its Rules of Organization (Part 801) to read as follows:

Sec.

801.1 Definitions.
801.2 Organization of National Board.
801.3 Organization of Regional Boards.
801.4 Jurisdiction and functions of National Board and its agents.
801.5 Organization and jurisdiction of Wage Adjustment Board.
801.6 West Coast Lumber Commission.
801.7 Steel Commission.
801.8 Meat Packing Commission.
801.9 Textile Commissions.
801.10 Territory of Hawaii.
801.11 Qualification of Board members.
801.12 Practice before the Board.
801.13 Public information.

AUTHORITY: §§ 801.1 to 801.13, inclusive, issued under E.O. 9017, 3 CFR, Cum. Supp., as amended.

§ 801.1 *Definitions.* As used in this part and Part 802 of this chapter:

(a) The term "National Board" means the National Wage Stabilization Board;

(b) The term "Regional Board" means a Regional Wage Stabilization Board;

(c) The term "agent" means a Regional Board or Enforcement Division thereof, the Wage Adjustment Board for the Building and Construction Industry, the West Coast Lumber Commission, the Steel Commission, the Textile Commission, the Meatpacking Commission, and any other agency established by the National Board to which authority is delegated to act upon any matters with respect to which the National Board has jurisdiction;

(d) The term "member" means a member of the National Board or of any agent and includes alternate members;

(e) The term "union" means a labor organization which has been recognized by an employer for purposes of collective bargaining or which has been certified by the National Labor Relations Board or by a similar state agency;

(f) The term "Director" means the Economic Stabilization Director and includes also the Stabilization Administrator in the case of actions taken between September 20, 1945, and February 25, 1946.

§ 801.2 *Organization of National Board.* (a) The National Board shall be tripartite in composition with members representing the public, employers, and employees respectively. Six members of the Board are appointed by the President (including the Chairman and the Vice Chairman, as public representatives). Additional members may be appointed from time to time by unanimous action of a quorum of the National Board to represent, respectively, the public, employers, and employees.

(b) Six members equally representative of the three groups comprising the Board shall constitute a quorum for the transaction of business. The National Board may act at any time as a Board of not more than 12 members likewise equally representative of such three groups.

(c) Each member participating in any session of the National Board shall be entitled to one vote on any matter put to a vote before the National Board: *Provided, however,* That equality of voting of the three groups comprising the Board shall be required on any action taken by the National Board. A majority vote of members voting, when not less than a quorum is present, shall constitute the decision of the Board.

§ 801.3 *Organization of Regional Boards.* (a) Regional Boards, as established by the National Board, shall have authority to act on any matters within the jurisdiction of the National Board to the extent provided by the rules of procedure set forth in Part 802 of this chapter. The geographical regions, each of which is to be served by a Regional Board, are as follows:[1]

Region I. Maine, New Hampshire, Vermont, Massachusetts, Connecticut, Rhode Island.

Region II. New York, the Northern part of New Jersey (including the following counties; Sussex, Passaic, Bergen, Warren, Morris, Essex, Hudson, Middlesex, Somerset, Union, Monmouth, Hunterdon).

Region III. Pennsylvania, Maryland, Delaware, District of Columbia, Southern part of New Jersey (including following counties: Mercer, Ocean, Burlington, Atlantic Camden, Gloucester, Salem, Cumberland, Cape May).

Region IV. Tennessee, North Carolina, Mississippi, Alabama, Georgia, South Carolina, Florida, Virginia.

Region V. Ohio, Kentucky, West Virginia.

Region VI. Illinois, Indiana, Wisconsin, Minnesota, North Dakota, South Dakota.

Region VII. Missouri, Arkansas, Kansas, Iowa, Nebraska.

Region VIII. Texas, Oklahoma, Louisiana.

Region IX. Colorado, New Mexico, Utah, Wyoming, Idaho, Montana.

Region X. California, Nevada, Arizona, Territory of Hawaii.

Region XI. Michigan.

Region XII. Washington, Oregon, Territory of Alaska.

(b) Each Regional Board shall be composed of six members, two of whom, including the Chairman, shall be representative of the public, two representative of employers and two representative of employees. The members, including such number of alternates as may be necessary, shall be appointed and be subject to removal by the National Board, but no more than six shall act as the Regional Board at any one time. The decision of a majority of a Regional Board, provided a quorum of six is present, shall constitute the decision of the Regional Board.

(c) Enforcement Divisions of each Regional Board shall be constituted and shall have jurisdiction as provided in Part 802 of this chapter.

§ 801.4 *Jurisdiction and functions of National Boards and its agents.* (a) In general, the functions of the National Board (and of its agents to the extent of any delegations of authority by the National Board) include: (1) Acting on applications for the approval of wage and salary increases (including the institution of new wage or salary rates); (2) acting on cases involving alleged illegal wage or salary adjustments; (3) acting on applications for the approval of wage and salary decreases; (4) acting on applications filed pursuant to section 5 of the War Labor Disputes Act; (5) the appointment of arbitrators in certain cases; and (6) the administration of provisions of certain directive orders of the National War Labor Board relating to the steel, textile and meat-packing industries.

(b) The wage and salary adjustments which are within the jurisdiction of the National Board are adjustments in (1) all wages other than those of railroad and agricultural labor, and (2) all salaries of less than $5,000 per annum paid to any employee who is not employed in a bona fide executive, administrative or professional capacity, and (3) all salaries less than $5,000 per annum paid to any employee who is employed in a bona fide executive, administrative or professional capacity if such employee is represented in his relations with his employer by a duly recognized or certified labor organization. Whether an employee is employed in a bona fide "executive", "administrative" or "professional" capacity shall be determined by application of the definition of such terms as promulgated by the Wage and Hour Administrator in regulations issued pursuant to section 13 (a) (1) of the Fair Labor Standards Act of 1938.

(c) The National Board will not exercise whatever jurisdiction it may have over adjustments in the wages and salaries of the types of employees set forth in subparagraphs (1), (2), and (3) of this paragraph. Adjustments in the wages and salaries of such employees therefore are exempted from the operation of the wage and salary regulations.

(1) The wages and salaries of employees directly employed by the United States Government, any Territorial Government or the Government of the District of Columbia, which wages and salaries are not fixed by statute;

(2) The wages and salaries of employees directly employed by any state or local government or political subdivision thereof;

(3) Wages and salaries paid in any territory or possession of the United States other than the Territories of Alaska and Hawaii: *Provided, however,* That in the case of the Territory of Hawaii, none of the provisions of any regulations issued by the National Board shall be applicable to such Territory, which conflict with any rules, regulations, or orders heretofore or hereafter adopted as specially applicable to the Territory of Hawaii.

§ 801.5 *Organization and jurisdiction of Wage Adjustment Board.* (a) The Wage Adjustment Board for the building and construction industry, established within the Department of Labor, shall consists of nine members, of whom three shall represent employees, three shall represent employers, and three, including the chairman, shall represent the public.

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[1] Note that each Regional Board may, in certain instances, exercise jurisdiction over cases arising outside the geographical limits of such region. See § 802.4 of this chapter.

(b) The Wage Adjustment Board shall continue to perform the duty assigned to it by Administrative Order No. 101, as amended, of the Secretary of Labor, and by the Wage Stabilization Agreement of May 22, 1942, between the Building and Construction Trades Department of the American Federation of Labor and several government agencies, all in accordance with the further provisions of this section. In addition, the Wage Adjustment Board shall act as an agent of the National Board to receive and act upon all applications for approval of voluntary adjustments in the wages or salaries of mechanics and laborers in the building and construction industry employed directly upon the site of the work who are not subject to the Wage Stabilization Agreement of May 22, 1942. The jurisdiction of the Wage Adjustment Board extends throughout the continental United States and the territories of Alaska and Hawaii.

(c) In acting upon applications for approval of voluntary wage or salary adjustments, the Wage Adjustment Board shall be subject to the provisions of the Wage Stabilization Agreement of May 22, 1942, to the requirements of the national wage stabilization program, and to all applicable rules and regulations of the Director and the National Board.

(d) All rulings of the Wage Adjustment Board on applications for approval of wage or salary adjustments shall have the same effect and be subject to the procedure for stay and review by the National Board as set forth in Part 802 of this chapter.

§ 801.6 *West Coast Lumber Commission.* (a) The West Coast Lumber Commission shall have jurisdiction over all cases involving wage adjustments affecting employees employed by employers engaged in the production of lumber and lumber products and located in the states of Washington, Oregon, California, Idaho and Montana.

(b) The West Coast Lumber Commission shall be constituted in the same way as a Regional Board (as provided in § 801.3). Rulings and decisions of the West Coast Lumber Commission, including determinations in enforcement proceedings, shall have the same effect and be subject to the same procedures as set forth in Part 802 of this chapter.

§ 801.7 *Steel Commission.* (a) The Steel Commission, heretofore established by directive order of the National War Labor Board dated March 30, 1945 as amended by directive order dated November 2, 1945, shall continue, as agent of the National Wage Stabilization Board, to exercise the functions conferred upon it in accordance with the provisions of paragraph X of the directive order of the National War Labor Board dated November 25, 1944 in the case of Carnegie Illinois Steel Corporation, et al., and United Steel Workers of America, CIO et al., and in accordance with the resolution of the National War Labor Board dated December 13, 1944 and December 29, 1944.

(b) Only employers and employees of the "basic steel" industry who were parties to or included in the bargaining units covered by the National War Labor Board's directive order of November 25, 1944 and such additional parties as have been designated and notified by the National War Labor Board prior to December 31, 1945 are subject to the jurisdiction of the Steel Commission.

(c) Decisions of the Steel Commission shall be final. The Steel Commission is authorized to adopt rules of procedure and regulations for the handling of cases coming before it in accordance with paragraph (a) of this section.

§ 801.8 *Meat Packing Commission.* (a) The Meat Packing Commission as heretofore established by directive order of the National War Labor Board dated March 21, 1945 as amended by action of the National War Labor Board dated July 30 and December 31, 1945, shall continue, as agent of the National Wage Stabilization Board, to exercise the functions conferred upon it in accordance with the provisions of such directive orders and resolutions of the National War Labor Board dated June 26, July 9 and July 17, 1945, and the directive orders dated February 20, 1945 and the orders of approval dated May 11, May 23, June 4, June 8, June 12, and June 26, 1945 issued in cases involving the following parties: Swift & Company; Armour & Company; Wilson & Company; Cudahy Packing Company; John Morrell & Co.; The United Packinghouse Workers of America, CIO and Meat Cutters and Butchers Workmen of America, AFL and the National Brotherhood of Packinghouse Workers, CUA, IBSE Division.

(b) Only employers and employees in the meatpacking industry who were parties to or included in the bargaining units covered by the above-mentioned National War Labor Board directive orders and such additional parties as have been designated as subject to the jurisdiction of the Meat Packing Commission by the National War Labor Board prior to December 31, 1945 are subject to the jurisdiction of the Meat Packing Commission.

(c) Decisions of the Meat Packing Commission shall be final. The Meat Packing Commission is authorized to adopt rules of procedure and regulations for the handling of cases coming before it, in accordance with paragraph (a) of this section.

§ 801.9 *Textile Commissions.* (a) The two Textile Commissions, one with headquarters at Atlanta, Georgia, and the other with headquarters at Boston, Massachusetts as heretofore established by directive order of the National War Labor Board dated April 12, 1945 as amended by directive order dated December 21, 1945 shall continue as agents of the National Wage Stabilization Board, to exercise the functions conferred upon them in accordance with the provisions of the directive orders of the National War Labor Board, dated February 20, 1945, in the cases of twenty-three cotton textile companies and the Textile Workers Union of America, CIO; 25 New England Cotton Rayon Companies and the Textile Workers Union of America; and six New York and Pennsylvania Rayon Companies and the Textile Workers Union of America CIO.

(b) The companies and employees subject to the jurisdiction of either of the two Textile Commissions include only those who were parties to or included in the bargaining units covered by the National War Labor Board directive orders of February 20, 1945 above specified, such additional parties as were referred to the Commissions in accordance with the provisions of the National War Labor Board's resolution of October 8, 1945 and such companies and unions as may submit cases to the Commissions on the basis of a joint stipulation of the parties requesting either of the Commissions to decide any issues pertaining to a properly aligned wage structure in accordance with the National War Labor Board's order of February 20, 1945. Each of the Commissions may decide whether any such stipulation affords a proper basis for action on the case by the Commission.

(c) The decisions of either of the two Textile Commissions shall, notwithstanding the provisions of the directive order of April 12, 1945, be final. Each of the Textile Commissions is authorized to adopt rules of procedure and regulations for the handling of cases coming before it, in accordance with paragraph (a) of this section.

§ 801.10 *Territory of Hawaii.* (a) The National Wage Stabilization Board's jurisdiction with respect to the Territory of Hawaii shall be exercised by the Tenth Regional Wage Stabilization Board in San Francisco, California. For the convenience of Hawaii's employers and employees the Territorial Representative of the Department of Labor stationed at Honolulu, T. H., will act as the agent of the Tenth Regional Wage Stabilization Board in the handling of such affairs as in his discretion can be dealt with locally on behalf of the aforementioned Regional Wage Stabilization Board including the issuance of rulings in the name of the said Regional Wage Stabilization Board. Where in the discretion of the Hawaiian representative a particular application involves a policy decision, he shall transmit such applications to the Tenth Regional Board for action. Petitions for Review from the Regional Board rulings as promulgated by the Hawaiian representative of the Department of Labor shall be submitted to the Tenth Regional Board for action and transmittal to the National Wage Stabilization Board in Washington under the same procedures as are applicable to appeals from decisions and rulings of any other Regional Wage Stabilization Board.

(b) Any special rules, general resolutions and general orders heretofore adopted as especially applicable to Hawaii shall continue in effect except as such rules may be changed from time to time by the Tenth Regional Wage Stabilization Board subject to post-review by the National Board.

§ 801.11 *Qualification of Board members.* No member shall be qualified to participate in the decision of any case coming before the National Board or before any agent if such member has a direct interest in the case as an officer or employee, or is a direct representative of any party to the case.

§ 801.12 *Practice before the Board.* (a) No person who has been a per annum employee of the National War Labor Board, the National Wage Stabilization Board, or any agencies of such Boards including employees of the Wage and Hour Division of the United States Department of Labor who have acted as agents of the National War Labor Board or of the National Wage Stabiliaztion Board, shall serve as a representative of any party in any proceeding which was pending before either of such Boards or their agencies during the time of his employment.

(b) No person who has been a per diem employee of the National War Labor Board, the National Wage Stabilization Board, or any agencies of such Boards shall serve as a representative of any party in any proceeding in which he acted on behalf of either of such Boards or such agents.

(c) No person who is a part-time public member of the National Wage Stabilization Board, or any of its agencies shall serve as a representative of any party in any proceeding before such Board, or any of its agencies at any time while such person retains his status as part-time public member.

(d) The National Board or any of its agents shall notify any person subject to the provisions of this section and the party represented by such person of the rules stated in this section in the event that any such person appears as a representative in any case contrary to the rules prescribed in this section.

§ 801.13 *Public information.* All rulings, decisions and appointments of the National Board or any agent with respect to any case are public information and will be supplied on request. Press releases will be issued, however, only in cases of general news interest. The wage rates of any applicant as approved, modified or denied, even though not set forth in any ruling will be supplied on request after a ruling has been issued. Data specifically submitted by an applicant as confidential will not be made public.

Approved by the National Wage Stabilization Board April 10, 1946.

B. M. Joffe,
Executive Director.

[F. R. Doc. 46-7792; Filed, May 9, 1946; 9:40 a. m.]

Part 802—Rules of Procedure

The National Wage Stabilization Board has revised its Rules of Procedure (Part 802) to read as follows:

APPLICATION FOR APPROVAL OF WAGE OR SALARY ADJUSTMENTS

Sec.
802.1 Form of application.
802.2 Who may file application.
802.3 Where to file applications.
802.4 Processing of applications.
802.5 Rulings by Wage Stabilization Directors.
802.6 Stay of issuance of rulings.
802.7 Reconsideration of rulings.
802.8 Review by National Board of rulings of Board agents.

CASES ARISING UNDER SECTION 5 OF WAR LABOR DISPUTES ACT

802.30 Application for changes in terms and conditions of employment.
802.31 Filing of applications.
802.32 Issuance of order.

APPOINTMENT OF ARBITRATORS

802.50 Appointment of arbitrators.
802.51 Expenses of arbitration.

ENFORCEMENT DIVISIONS AND PANELS

802.70 Composition of Enforcement Divisions and Panels.
802.71 Jurisdiction of Enforcement Divisions.
802.72 Notice and conduct of hearing.
802.73 Issuance of subpoenas.
802.74 Findings and determinations of Enforcement Division.
802.75 Appeal to National Board.
802.76 Transmittal of determinations to appropriate Government agencies.

Authority: §§ 802.1 to 802.76, inclusive, issued under E.O. 9017, 3 CFR, Cum. Supp., as amended.

APPLICATION FOR APPROVAL OF WAGE OR SALARY ADJUSTMENTS

§ 802.1 *Form of application.* (a) An application for approval of a wage or salary increase or decrease (including the institution of new wage or salary rates) except as prescribed in paragraph (b) of this section, shall be filed on National Wage Stabilization Board Form 10.

(b) An application for approval of a wage or salary increase or decrease involving persons employed in the building and construction industry subject to the jurisdiction of the Wage Adjustment Board as defined in § 801.5 of this chapter shall be filed on forms provided by the Wage Adjustment Board, Department of Labor, Washington, D. C.

(c) Application forms may be procured at any of the regional and local offices of the Wage and Hour and Public Contracts Divisions of the Department of Labor.

§ 802.2 *Who may file application.* (a) An application for approval of a wage or salary increase or decrease may be signed and filed by an employer alone in any case where the increase or decrease for which approval is sought does not affect any employees who are represented by a union.

(b) If a wage or salary increase or decrease affects any employees represented by a union, the applications may be signed both by the employer and the union. If the application is signed by the employer alone, it shall state in addition to the name and address of any affected union which has not signed the application, whether the application covers a wage increase based on an agreement between the employer and such union. Before any action is taken on such an application, notice of the filing of the application shall be sent by the Wage and Hour Office to any such union unless the union has already made known in writing its position with respect to the application. The notice will request such union to state (1) whether it has any objection to action being taken on the application and (2) in the event the application states that the wage increase is based on an agreement, whether it contests the existence of such agreement. Unless the union, within seven days from the date such notice is sent, files a statement objecting to action being taken in the case of an application not based on an agreement, or files a statement in the case of an application based on an agreement contesting existence of such an agreement, the application will then be acted on.

(c) Ordinarily, action shall not be taken on any application after the National Labor Relations Board or its agent or a similar State agency has ordered the holding of any election under its procedures to determine the status of a union as the collective bargaining agent for any of the employees involved in the application and until after a decision has been rendered as a result of such an election. After such an election, the procedure for processing the application shall be as prescribed in paragraph (b) of this section.

(d) An application for approval of a wage or salary increase or decrease may be filed on behalf of more than one employer provided that the application, if not signed by all employers joining in the application, shall state the name and address of each employer on whose behalf the application is filed and shall be accompanied by a written authorization from each such employer for the filing of the application. Any such application shall contain all requisite information required by the appropriate application for each of the employers covered by the application.

§ 802.3 *Where to file applications.* (a) Except as provided in paragraphs (b) and (c) of this section, all applications shall be filed with the nearest local office of the Wage and Hour Division of the Department of Labor and the latter will transmit the application to the National Board or the appropriate Board agent, as determined by the rules set forth in § 802.4.

(b) Applications involving wage or salary adjustments affecting employees in the building and construction industry, regardless of where employed, shall be filed directly with the Wage Adjustment Board, Department of Labor, Washington, D. C. Requests for the revision of wage rates subject to the Wage Stabilization Agreement of May 22, 1942, which are presented by local labor organizations affiliated with the Building and Construction Trades Department of the American Federation of Labor shall be filed only with the approval of the international or national labor organization, and shall be submitted through and approved by the Building and Construction Trades Department of the American Federation of Labor.

(c) Applications involving wage or salary adjustments of employees of government-owned, privately operated facilities of the War Department shall be filed with the War Department through the contracting officers to the technical service or command concerned in accordance with procedures established by that Department. Such applications will be transmitted by the War Department to the National Board for action by the National Board.

§ 802.4 *Processing of applications.* (a) Applications filed with a Wage and Hour Division office in accordance with the rules stated in § 802.3 will be forwarded for processing and action by the appropriate agency, in accordance with the following subparagraphs:

(1) The National Board will act on applications affecting wage or salary adjustments of employees, wherever employed, where the wage or salary adjustment would, prior to December 31, 1945, have been within the jurisdiction of any of the following agencies of the National War Labor Board, which are no longer in existence: (i) The Trucking Commission; (ii) The Shipbuilding Commission; (iii) the Telephone Commission; (iv) The National Airframe Panel; (v) The War Shipping Panel.

Note: The jurisdiction of such agencies, as it existed prior to December 31, 1945, was as follows: Trucking Commission: jurisdiction over persons in the following trucking operations: over-the-road (common, contract or private carrier); local pick-up and delivery; transfer and storage; and trucking employees (drivers, checkers, warehousemen, dockmen, stowers, lumpers or helpers) of businesses located in the District of Columbia. Shipbuilding Commission: jurisdiction over persons employed within the continental limits of the United States and Alaska in the construction, conversion, outfitting and repair of floating marine structures, including floating drydocks, exclusive of persons employed in establishments owned and directly operated by the United States Government, provided the activity is carried on in the water, in drydocks, in basins, on ways for launching, or on the premises of a shipyard or boatyard and irrespective of whether the activity is carried on subject to Shipbuilding stabilization zone standards. Telephone Commission: jurisdiction over all persons employed in the telephone industry. National Airframe Panel: jurisdiction over employees of all such airframe companies as were designated by the National War Labor Board prior to December 31, 1945. War Shipping Panel: jurisdiction over all personnel, including both relief and regular crews, employed on all ships, including dry cargo, tankers, barges and boats engaged in off shore, coastwise, harbor and inland waterways activities.

(2) Each Regional Board will act on applications involving wage and salary adjustments affecting employees who work in the region served by such Regional Board and may act on applications involving employers with plants located in more than one region where the employer's principal office or place of business is in the region served by such Regional Board.

(3) The West Coast Lumber Commission will act on applications affecting employees within its jurisdiction.

(4) The Eleventh Regional Board will act on applications affecting employees formerly within the jurisdiction of the Automotive Section of the Eleventh Regional Board.

(5) Cases involving the non-ferrous metals industry will be processed as follows:

(i) The Ninth Regional Board will act on cases affecting employers in the non-ferrous metals industry in Colorado, New Mexico, Utah, Wyoming, Idaho, Montana, California, Nevada, Arizona, Oregon, Washington and Alaska.

(ii) The Seventh Regional Board will act on cases affecting employers in the non-ferrous metals industry not only in the states comprising its region (Missouri, Kansas, Arkansas, Iowa, Nebraska) but also in the State of Oklahoma.

(iii) The National Board may request any Regional Board to refer any non-ferrous case to the National Board for processing and decision.

(iv) All other non-ferrous cases will be processed by the regional Board in which the company's establishment is located.

(b) The National Board will act on all applications affecting wage and salary adjustments of employees of government-owned, privately operated facilities of the War Department.

(c) The Wage Adjustment Board for the building and construction industry will receive and act on applications involving adjustments in the wages and salaries of employees who work in the building and construction industry as defined in § 801.5 of this chapter.

(d) Any Board agent may certify to the National Board any question in any case, upon which the Board agent desires the decision of the National Board. The National Board may assume jurisdiction of any case or refer any case for decision to any Board agent irrespective of the usual rules defining the jurisdiction of various Board agents.

(e) At any stage of the processing of an application, the applicant may be requested to supply additional data or the application may be returned for correction or supplementation.

(f) The granting of an oral hearing in support of an application shall be within the sole discretion of the National Board or the Board agent.

(g) The National Board and its agents will not process an application for approval of a wage or salary increase which appears to be conditioned in whole or in part upon the granting of an increase in price or rent ceilings.

§ 802.5 *Rulings by Wage Stabilization Directors.* Each Regional Board may delegate authority to its Regional Wage Stabilization Director to issue rulings on Form 10 applications for wage or salary increases within such limitations as the Regional Board may determine. Any ruling issued pursuant to such delegated authority will be signed by the Wage Stabilization Director and any party to an application who receives such a ruling may, within seven days after mailing of such ruling file with the Regional Board a request for review of the ruling. Any such request for review of a Regional Wage Stabilization Director's ruling may be made informally by letter and will be granted as a matter of course. The parties will thereafter be notified of the Regional Board's ruling on the case and such ruling issued by the Regional Board shall have the same effect as in the case of any ruling issued by the Regional Board in the first instance.

§ 802.6 *Stay of issuance of rulings.* (a) Where a ruling is made by any Board agent on an application, any two or more members of the Board agent who dissent from the ruling may request that the issuance of the ruling or any part thereof be stayed pending review by the National Board. In such event the ruling, or any specified portion thereof, together with the request for review by the dissenting members shall immediately be transmitted by the Board Agent to the National Board, and the issuance of the ruling or a specified portion thereof will be stayed until the National Board has acted on the case and communicated its action to the Board agent. If it is requested that issuance of only a specified portion of a ruling be stayed, the Board agent may, in its discretion, issue any other portion of the ruling pending action by the National Board. After the National Board has communicated its action to the Board agent the latter shall then issue the ruling which will be subject to review as in the case of any other ruling issued by a Board agent.

(b) Simultaneously with the transmission to the National Board of any request for review of a ruling pursuant to this section, the Board agent shall send a copy of such request for review to any party to the case, together with a notice that such party may file an original and four copies of any comments with the National Board. Such comments, if any, shall be filed with the National Board within seven days after mailing to such party of the notice and request for review, and if filed within such period will be considered by the National Board.

§ 802.7 *Reconsideration of rulings.* Any Board agent, or the National Board where it issued a ruling in the first instance, may reconsider any ruling issued by it. Where a ruling is issued by a Board agent in the first instance, the Board agent may, in its discretion, reconsider and modify any ruling issued by it on the basis of a petition for review filed in the manner prescribed by § 802.8.

§ 802.8 *Review by National Board of Rulings of Board agents.* (a) Any ruling issued by a Board agent shall be final unless reviewed and modified by the National Board on its own motion, or unless a petition for review is filed seeking review by the National Board of such ruling in accordance with the provisions of this section.

(b) No petition for review will be granted by the National Board unless the procedure set forth in this section is complied with and unless the petition demonstrates that the ruling appealed from (1) contravenes established stabilization rules or policies, or (2) presents a novel question of such importance as to warrant action by the National Board.

(c) A petition for review may be filed by any party involved in the original application and must be filed within fourteen days after a Board agent mails to such party a ruling denying in whole or in part an application for approval of a wage adjustment, unless the time for filing such petition has been extended by the Board agent prior to the expiration of such fourteen days. The original and four copies of the petition and of all supporting documents shall be filed with the Board agent which issued the ruling and a copy of the petition and of all supporting documents shall be mailed by the petitioner to any other party to the application.

(d) Within seven days after a copy of any such petition for review has been mailed by the petitioner to any other party to the application such other party may mail to the Board agent which issued the ruling an original and four copies of any comments, and, at the same time, shall mail a copy of such comments to any other parties to the application.

(e) The Board agent, upon receipt of such a petition for review and comments, if any, may on its own motion reconsider the case and make any change in the ruling issued by it as it deems proper. If the ruling is changed by the Board agent, the modified ruling shall be issued to the parties and shall be subject to appeal in the same manner as in the case of the original ruling. If the Board agent does not modify its original ruling, such agent shall transmit the entire record of the case to the National Board for review by the National Board.

(f) The National Board will make its decision on a petition for review upon the basis of the record before the Board agent and on the basis of the petition for review, comments, if any, and such further evidence or data as the National Board may require. If the petition for review is denied because the grounds for review set forth therein are deemed to be insufficient, the National Board will affirm the ruling of the Board agent. If the petition for review is granted, the National Board will issue its own ruling which will supplant the ruling of the Board agent, or the National Board may remand the case to the Regional Board for such further action as it may specify.

(g) The National Board may, on its own motion, assume jurisdiction over any case either before or after the issuance of a ruling by a Board agent.

CASES ARISING UNDER SECTION 5 OF WAR LABOR DISPUTES ACT

§ 802.30 *Application for changes in terms and conditions of employment.* Pursuant to section 5 of the War Labor Disputes Act, whenever the government has taken possession of any plant, mine or facility under authority of section 9 of the Selective Training and Service Act of 1940, as amended, the government agency operating such plant, mine or facility, or a majority of the employees of such plant, mine or facility or their representative, may apply to the National Board for a change in wages or other terms or conditions of employment in such mine, plant or facility.

§ 802.31 *Filing of applications.* (a) Any such application shall be filed directly with the National Board and shall specify the precise changes in wages or other terms or conditions of employment with respect to which a change is sought. The application may be accompanied by such supporting data as the applicant desires to submit. If the application is filed by the Government agency operating the plant, a copy of the application and of any supporting data shall simultaneously be mailed to or served upon any union as collective bargaining agent for any of the employees affected by the application, and if the application is filed by any such union, a copy of the application shall simultaneously be mailed to or served upon the head of the government agency operating such plant.

(b) Subject to such rules as the National Board may prescribe in special situations, the party on whom a copy of such application is served shall have 7 days from the date when such copy is mailed to or served upon it, within which to file an original and four copies of any comments or objections with respect to such application.

§ 802.32 *Issuance of order.* (a) After such hearings or investigation as it deems necessary the National Board will issue an order either denying the application or providing for any changes in wages or other terms and conditions of employment as it deems to be fair and reasonable and not in conflict with any act of Congress or any Executive order issued thereunder.

(b) Any order issued by the National Board shall not become effective unless and until such order is approved by the President.

(c) Whenever any order issued by the Board has been approved by the President, the National Board will cause the order to be made public.

APPOINTMENT OF ARBITRATORS

§ 802.50 *Appointment of arbitrators.* Pursuant to Executive Order 9672, the National Board of any Regional Board will appoint arbitrators where necessary under a directive order issued by the National War Labor Board prior to December 31, 1945 or where parties to any dispute have jointly requested the National Board or any Regional Board to appoint an arbitrator.

§ 802.51 *Expenses of arbitration.* Arbitrator's fees and expenses will be paid by the Board only when the National Board or a Regional Board determines that the appointment of the arbitrator is necessary to fulfill an obligation assumed prior to December 31, 1945 by the National War Labor Board or any of its agents.

ENFORCEMENT DIVISIONS AND PANELS

§ 802 70 *Composition of Enforcement Divisions and Panels.* (a) Cases arising in any region involving alleged contravention of the Stabilization Act of 1942, as amended, (56 Stat. 765), and the orders and regulations promulgated thereunder (hereinafter referred to as "the act"), shall be dealt with by an Enforcement Division designated by each Regional Board. The term "Enforcement Division" shall also include any agency to whom the National Board may delegate jurisdiction over enforcement cases. Each Regional Enforcement Division shall be tripartite in character, and shall be composed of one or more representatives each of employers, employees and the public. A representative of the public shall be designated as Chairman of each Enforcement Division. Each Regional Board may appoint as members of the Enforcement Division such number of representatives of employers, employees and the public as it sees fit: *Provided,* That in any particular case of alleged contravention of the act, any hearing shall be held before, and findings and determinations made by not less than three nor more than six members of the Enforcement Division, consisting of equal representation of employers, employees and the public, with a public member acting as Chairman. Such members shall constitute the Enforcement Division for purposes of such case.

(b) An Enforcement Division may from time to time appoint ad hoc Panels of similar tripartite composition, consisting of non-members of the Enforcement Division, to hear any specified case or cases involving alleged contravention of the act. Any such Panel shall, after hearing a case, make its proposed findings and determinations, which shall be reviewed by the Enforcement Division, as provided in § 802.73.

§ 802.71 *Jurisdiction of Enforcement Divisions.* (a) In any case involving alleged contravention of the act by any employer, an Enforcement Division shall have authority, by majority vote, to make findings as to all pertinent facts and, if it finds that there has been a contravention of the act by an employer, to determine whether, in the light of all the circumstances in the case, any portion or all of the sanctions prescribed by the act shall be withheld. Unless such determination in any case provides for a withholding of all sanctions prescribed by the act, or unless the employer waives a hearing or consents to the making of a determination by the Enforcement Division, the determination shall be made only after a hearing, as prescribed by this part.

(b) The action of an Enforcement Division in any case of alleged contravention of the act, as evidenced by its findings and determinations, shall be final, subject to appeal to the National Board as provided in § 802.75. Each Enforcement Division, however, shall be subject to general policy directives of the Regional Board and shall report to the Regional Board from time to time on its activities.

(c) If the situation requires such action, any party may be called upon to show cause before the Enforcement Division, within such time as is deemed proper by the Enforcement Division, why he should not refrain from making or receiving payment of wages at rates reported to be in contravention of the act, pending a hearing and decision by the Enforcement Division.

§ 802.72 *Notice and conduct of hearing.* (a) In any case where the Regional Attorney believes that an employer has made wage or salary payments in contravention of the Act and that a hearing should be held in the matter, he shall report such case to the Enforcement Division. The Enforcement Division, after consideration of the report, may direct that the employer with respect to whom the report is made be notified to appear at a hearing before the Enforcement Division or before a Panel designated by it.

(b) Not less than ten days' written notice of a hearing shall be served personally or by registered mail upon the employer. Such notice shall contain (1) a concise statement of the nature of the alleged contravention of the act; (2) a statement advising the employer that at the hearing he may be represented by counsel and will be given full opportunity to present written or oral testimony and to examine and cross-examine witnesses on all matters relating to the allegations.

(c) If any party to a proceeding appears by attorney, notice of that fact shall be filed with the Enforcement Division and thereafter papers may be served upon such attorney.

(d) For good cause shown, any hearing may be adjourned from time to time by the Enforcement Division or Panel.

(e) An employer may, at his own expense, provide for the making of a stenographic transcript of the proceedings at the hearing, in which case a copy thereof shall be furnished without cost to the Enforcement Division or Panel and at the regular cost per copy to other persons.

(f) Evidence in support of the charge of alleged contravention shall be presented by the Regional Attorney. Opportunity shall be given to the employer or his counsel to present all relevant evidence and argument, written or oral.

§ 802.73 *Issuance of subpoenas.* The National Board, by its Chairman, may issue subpoenas requiring the attendance and testimony of any witness and the production of any books, papers, records, or other documents material to any enforcement case. Such subpoenas may be issued only upon a request by the Enforcement Division before whom the subpoena is to be returnable. The Enforcement Division may make the request on behalf of the Regional Attorney or any party to the case. Any such request by an Enforcement Division shall be transmitted in writing to the Chairman of the National Board and shall specify (a) the name and nature of the proceeding in which the subpoena is required; (b) the name of the person or persons whose testimony is required and, where material, the specific documentary evidence whose production is required; (c) the nature and materiality of the testimony or documentary evidence to be supplied by the witness; (d) a description of the efforts which have been made to obtain voluntary attendance of the witness or voluntary production of the required documentary evidence; (e) the time and place of attendance or production of the documentary evidence before the Enforcement Division. If the request for issuance of a subpoena is granted, the subpoena will be transmitted to the Enforcement Division which will arrange for personal service of a copy thereof by a United States marshal, or by some other appropriate person, not a party to the case, who is not less than 18 years of age. When the subpoena is issued on behalf of a party, the person whose attendence is required shall, at the time of service, be tendered the fees for one day's attendance and the mileage allowed by law in the same amounts as are paid witnesses in Federal Courts. Such amounts shall be paid by the party at whose instance the witness appears. When the subpoena is issued on behalf of the Regional Attorney, witness fees and mileage need not be tendered at the time of service.

§ 802.74 *Findings and Determinations of Enforcement Division.* (a) If a hearing is before a tripartite Panel, the Panel shall, after the conclusion of the hearing, make proposed findings and determinations which shall be mailed to the employer or his attorney and filed with the Enforcement Division. Within 14 days after mailing of the proposed findings (unless such time is extended by the Enforcement Division), the employer and the Regional Attorney may exchange and submit to the Enforcement Division written comments or objections to the proposed findings. After the expiration of such 14 days, the Enforcement Division shall, unless it directs a rehearing, make its final findings and determination in the case.

(b) If a hearing is before the Enforcement Division, the latter shall, after conclusion of the hearing, make its findings and determination in the case.

(c) The findings and determination of the Enforcement Division shall be in writing, showing the names of the members of the Division participating in such decision. If the Enforcement Division finds that the allegation of contravention of the act has been established by a preponderance of the evidence, it shall, in appropriate cases, also make findings as to the existence of any extenuating circumstances in connection therewith, and shall determine whether there shall be withheld by the Executive departments and other governmental agencies all or any portion of the sanctions prescribed by the act. Any dissent from the majority decision of the Enforcement Division shall be recorded on the findings and determination.

(d) The findings and determination shall be forwarded to the National Board, and a copy thereof shall be served, by registered mail, on the employer or upon his attorney.

§ 802.75 *Appeal to National Board.* (a) The findings and determination of an Enforcement Division shall be final, subject, however, to the right of the employer or the Regional Attorney to appeal to the National Board for a review of the findings and determination. Such appeal shall be taken within 14 days from the date of mailing to the employer of the findings and determination. If the employer appeals he shall within such 14 days, mail an original and five typewritten copies of petition for review which shall include any supporting memorandum, to the Regional Attorney. If the Regional Attorney appeals he shall, within such 14 days, file a petition for review and five typewritten copies, including any supporting memorandum, with the Enforcement Division and mail a copy thereof to the employer or his attorney. If timely request is made to the Enforcement Division within such 14 days, the time for filing a Petition for Review may be extended by the Enforcement Division, or agreement for such extension may be made by the Regional Attorney and the employer or his attorney.

(b) Any petition for Review shall set forth concisely the respects in which it is claimed the findings were erroneous and shall state in detail the particular ground of objection to the findings or determination or other portion of the record or transcript of proceedings upon which reliance is placed.

(c) Either the employer or the Regional Attorney may, within 14 days from the date of mailing a Petition for Review, file comments thereon. Such comments shall be mailed and filed in the same manner and be subject to the same conditions as are prescribed in paragraph (a) of this section for the Petition for Review.

(d) Upon receipt of all appeal papers filed in the case, the Enforcement Division shall cause to be sent to the National Board the entire file of the case.

(e) If no timely Petition for Review is filed and if the National Board does not review on its own motion, the findings and determination of the Enforcement Division shall, on the day following the last day for filing a Petition for Review, stand confirmed as the findings and determination of the National Board.

(f) Upon consideration of a Petition for Review, the National Board will render its decision upon the entire record of the case. In special cases, upon request duly made in the Petition for Review and upon good cause shown, the National Board may permit further oral or written argument or proof. In rendering its decision the National Board may affirm, reverse or modify the findings and determination or any part thereof, or send the case back to the Enforcement Division for appropriate action.

§ 802.76 *Transmittal of determinations to appropriate Government agencies.* (a) If within the 14 days stated above, a Petition for Review is not filed, or the time therefor not extended, the National Board will, in due course, forward the findings and determination in a case to the appropriate governmental agency or agencies.

(b) If a timely Petition for Review is filed, the National Board, after its consideration and decision will, in appropriate cases, likewise forward the findings and determination in the case, accompanied by its order, to the appropriate governmental agency or agencies.

Approved by the National Wage Stabilization Board April 10, 1946.

B. M. JOFFE,
Executive Director.

[F. R. Doc. 46-7793; Filed, May 9, 1946; 9:40 a. m.]

PART 803—GENERAL ORDERS

REVOCATION OF DESIGNATED ORDERS

The National Wage Stabilization Board has revoked §§ 803.7, 803.8, 803.10, 803.15 to 803.21, inclusive, 803.23 to 803.25, inclusive, 803.27 to 803.29, inclusive, 803.32 to 803.35, inclusive, 803.37, 803.39 and 803.40 (General Orders 7, 8, 10, 15, 16, 17, 18, 19, 20, 21, 23, 24, 25, 27, 28, 29, 32, 33, 34, 35, 37, 39, and 40).

Approved by the National Wage Stabilization Board May 8, 1946.

B. M. JOFFE,
Executive Director.

[F. R. Doc. 46-7791; Filed, May 9, 1946; 9:40 a. m.]

U. S. GOVERNMENT PRINTING OFFICE: 1946

WAR DEPARTMENT - 1940

Defense War

WAR DEPARTMENT
THE ADJUTANT GENERAL'S OFFICE
WASHINGTON

ESA

WOMEN'S BUREAU
NOV 5 1940
DEPARTMENT OF LABOR

IN REPLY REFER TO AG 210.693 Washington, D. C., (10-23-40) MO

November 4, 1940.

Miss Mary Anderson,
Director of the Women's Bureau,
United States Department of Labor,
Washington, D. C.

Dear Madam:

Your letter of October 23, 1940, regarding the meeting of the two advisory committees of the Women's Bureau on November 7, 1940, to consider the need for women in defense industries and expansion services, has been received.

I regret very much that the pressure of business makes it impracticable for me to detail an officer for the purpose you have in mind.

You are aware, of course, that many women are employed in the War Department in an administrative and clerical capacity. These are under the civil service. In addition, there is in the Army a Nurse Corps whose duties, as indicated, consist of performing all tasks comprehended in the term "nurse." These women are given military rank.

The only other group of women are those generally spoken of as hostesses and librarians. The former devote their time to managing service clubs which in ordinary times provide accommodations for the families of enlisted men when visiting an Army post for the purpose of being near a husband or son who is sick in the hospital. Due to the expansion of the Army the number of service clubs will be increased and they will perform a somewhat different function as they will afford a meeting place for soldiers and their families. There will, in addition, be a guest house adjacent to each service club to provide simple accommodations for families whose sons might be critically ill in the hospital. Service clubs and guest houses will be managed by women.

The librarians will be in charge of the Army libraries which will be set up in the service clubs.

Please be assured of my appreciation of your invitation and permit me to express the wish that the meeting will be highly successful.

Very truly yours,

ESAdams

Major General,
The Adjutant General.

Sent to
Miss Donahue
Quartermaster General

Feb 12, 1940

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

War Dept

1. Minimum Hourly Rates and Average Earnings of Sewing Machine Operatives in Men's Clothing Industry

Branch of industry	Minimum rates set		Actual earnings		
	Public Contracts Act	Fair Labor Standards Act	Men and women combined		Women 1/
	cents	cents	2/ Sept. 1940 cents	3/ Spring 1940 cents	cents
Total Men's Clothing Industry	-	-	60	73	4/ 45
Men's tailored suits, coats, trousers, & overcoats	5/ 60	(These rates to be revised in March.) 40			4/ 51
Wool uniform trousers, not tailored to measure	40	37½		44	
Leather & sheep-lined jackets	42½	40			6/ 52
Other outdoor wool or wool-lined jackets	40	40			6/ 43
Cotton work-clothing, single pants	37½	32½			4/ 39
Cotton shirts			42		
Cotton nightwear and miscellaneous					
Raincoats	40	40			

1/ Women's Bureau, U. S. Department of Labor. Analysis (mimeographed) of Week's Earnings, Hours Worked, and Hourly Earnings of men and women wage earners in Woman-Employing Industries in 12 Large Industrial States, March 1940. Women's Bureau Bulletin 163-5, Hours and Earnings in Certain Men's Wear Industries, Raincoats and Sport Jackets.

2/ U. S. Bureau of Labor Statistics. All types of workers combined (i.e., not just machine operatives).

3/ U. S. Department of Labor, Division of Public Contracts. Data furnished by Amalgamated Clothing Workers of America with cooperation of Clothing Manufacturers of the United States. Figures are for cutters, pressers, tailors and basters also.

4/ March 1940.

5/ Auxiliary Workers, which include hand finishers, to receive a minimum of 40 cents.

6/ 1937.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

2. Average Hourly Earnings by Area, of Women Sewing-Machine Operatives

March 1940

	Total Men Clothing	Suits and overcoats	Cotton and work clothing and shirts.
	(cents)	(cents)	(cents)
Total United States 12 States combined	45.2	51.2	39.2
California	50.5	57.2	46.2
Connecticut	40.7	-	41.5
Illinois	48.8	52.6	38.4
Indiana	44.2	58.8	40.0
Massachusetts	44.5	-	41.5
Michigan	40.9	37.2	46.5
Missouri	41.9	53.9	37.8
New Jersey	46.1	50.0	40.0
New York	50.7	55.4	41.7
North Carolina	-	-	31.1
Ohio	47.7	51.1	37.7
Pennsylvania	40.7	45.6	38.1

Source: U. S. Department of Labor, Women's Bureau. Analysis (mimeographed) of Week's earnings, Hours worked, and Hourly Earnings of Men and Women Wage Earners in Woman Employing Industries in 12 large Industrial States, March 1940.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

3. Median 1/ Hourly Earnings by Area, of Productive Workers ~~Sewing-Machine~~, ~~and~~ Cutting, Pressing, Tailors and Basting Op~~eratives~~ (men and women)

Spring 1940

p. 20 of Blue Book

	Total Men's Clothing	Separate wool trousers (tailored)
	(cents)	(cents)
United States Total	72.8	44.2
New York		59.7
Buffalo	65.5	
New York City	86.1	
Rochester	71.6	
Connecticut	-	48.0
Pennsylvania		43.5
Philadelphia	71.2	
Ohio		41.1
Cincinnati	72.7	
Cleveland	64.5	
Massachusetts		45.6
Boston	73.7	
California		50.8
Los Angeles	92.9	
New Jersey and Maryland		42.0
Newark	72.3	
North New Jersey	67.5	
Baltimore	70.0	
North Central		42.3
Chicago	88.2	
Milwaukee	57.6	
St. Louis	56.1	

Ckd by MH from typed table given her by Mrs. [illegible]

1/ Half the employees earned more, half less, than the amount shown.

Source: Survey of wages by Amalgamated Clothing Workers of America with cooperation of Clothing Manufacturers Association of the United States.

Hourly Rates & Earnings of Women Sewing Mch. Operating

Branch of Industry	Minimum Rates: Public Contracts Determinations [1]	Minimum Rates: Fair Labor Standards Rates [2]	Actual Earnings: Women Operatives.	Actual Earnings: BLS Sept 1940	Actual Earnings: Amal. Clo. Workers Spring 1940
Men's tailored suits. coats, trousers & overcoats.	.60	40	.512 [3]		
Wool uniform trousers not tailored-to-measure.	.40	37½			44.2
Leather & Sheep-lined Jackets	.42½	40	.52 [4]		
Other outdoor woolen work lined jackets.	.40	40	.43 [4]		
cotton Work clothing, single pants	.37½	32½	.39		
Shirts		32½		41.6	
Nightwear, wash, other similar apparel.		32½			
Raincoats	.40	40	.39 [3]		

[1] Outfitting workers, which includes hand finishers to receive a min. of $.40 a hour.

[2] are to be reviewed in March.

[3] Earnings close of ~~1937~~ March 1940

[4] 1937

WAR DEPARTMENT - 1941

War Dept.

WAR DEPARTMENT
OFFICE OF THE UNDER SECRETARY
WASHINGTON, D. C.

December 9, 1941

MEMORANDUM FOR THE SECRETARY OF LABOR
Attention: Miss Mary Anderson
Women's Bureau
Department of Labor

Subject: State Prohibitions of Night Work for Women

A review of state labor statutes has disclosed among others the following instances of night work prohibition with respect to women:

California	~~10~~ 11 p.m. to 6 a.m.
Delaware	10 p.m. to 6 a.m.
Kansas	9 p.m. to 6 a.m.
Mass. 6-6 - Ind. Com. Massachusetts	10 ~~6~~ p.m. to 6 a.m.
New Hampshire	8 p.m. to 6 a.m.
(under 21) New York	10 p.m. to 6 a.m. (over 21)
Ohio	10 p.m. to 6 a.m. (18 to 21)
Pennsylvania	10 p.m. to 6 a.m.

In view of the full production effort required in the present emergency, it is desired that provisions be made for temporarily relaxing the listed legislation for the following reasons:

1. There are certain types of work in the defense industrial program in the performance of which experience has shown women are peculiarly adapted. There now exists in many instances involving "women's work" a serious shortage of equipment and facilities that under the requirements of the present emergency makes shift work a necessary expedient.

2. Extended investigation by the Selective Service and Labor Procurement Section of the Office of the Under Secretary has disclosed that the growing Army and the more rapidly growing munitions industry has left virtually no immediately available worker reserve in the essential occupations. Under the vastly expanded production program now made requisite by active hostilities, it will be essential that all labor resources be utilized to their maximum efficiency.

To this end it will be necessary not only that women be available to occupy positions performing work normally considered their function, but that their employment be expanded to fill many types of jobs now being done by men. The labor shortage caused by expansion will be aggravated by the great numbers being called to the armed forces.

It is apparent, therefore, that a means must be secured for temporary relaxation of the listed employment restrictions. Emphasis is made of the fact that no permanent modification is desired, but that full use of labor resources be available for service when and if the emergency requires.

It is requested that the labor commissioners of the designated states be contacted and the means determined to secure most expeditiously the modifications indicated.

Robt P. Patterson

ROBERT P. PATTERSON
Under Secretary of War

COPY

Defense
War Dept.

War Department
Office of the Under Secretary
Washington, D. C.

December 9, 1941

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New York	10 p.m. to 6 a.m.
Ohio	10 p.m. to 6 a.m.
Pennsylvania	10 p.m. to 6 a.m.

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Under Secretary of War

COPY

War Department
Office of the Under Secretary
Washington, D.C.

December 9, 1941

MEMORANDUM FOR THE SECRETARY OF LABOR
Attention: Miss Mary Anderson
Women's Bureau
Department of Labor

Subject: State Prohibitions of Night Work for Women

A review of state labor statutes has disclosed among others the following instances of night work prohibition with respect to women:

California	10 p.m. to 6 a.m.
Delaware	10 p.m. to 6 a.m.
Kansas	9 p.m. to 6 a.m.
Massachusetts	6 p.m. to 6 a.m.
New Hampshire	8 p.m. to 6 a.m.
New York	10 p.m. to 6 a.m.
Ohio	10 p.m. to 6 a.m.
Pennsylvania	10 p.m. to 6 a.m.

In view of the full production effort required in the present emergency, it is desired that provisions be made for temporarily relaxing the listed legislation for the following reasons:

1. There are certain types of work in the defense industrial program in the performance of which experience has shown women are peculiarly adapted. There now exists in many instances involving "women's work" a serious shortage of equipment and facilities that under the requirements of the present emergency makes shift work a necessary expedient.

2. Extended investigation by the Selective Service and Labor Procurement Section of the Office of the Under Secretary has disclosed that the growing Army and the more rapidly growing munitions industry has left virtually no immediately available worker reserve in the essential occupations. Under the vastly expanded production program now made requisite by active hostilities, it will be essential that all labor resources be utilized to their maximum efficiency. To this end it will be necessary not only that women be available to occupy positions performing work normally considered their function, but that their employment be expanded to fill many types of jobs now being done by men. The labor shortage caused by expansion will be aggravated by the great numbers being called to the armed forces.

It is apparent, therefore, that a means must be secured for temporary relaxation of the listed employment restrictions. Emphasis is made of the fact that no permanent modification is desired, but that full use of labor resources be available for service when and if the emergency requires.

It is requested that the labor commissioners of the designated states be contacted and the means determined to secure most expeditiously the modifications indicated.

Robert P. Patterson
Under Secretary of War

December 22, 1941

Honorable Robert P. Patterson
Under Secretary of War
War Department
Washington, District of Columbia

My dear Mr. Patterson:

In order that the Women's Bureau may promote the effective use of women in aircraft production, it is essential that it keep informed on the extent of their employment by specific firms from time to time. Mr. Davenport, Chief, Employment and Occupational Outlook Branch, Bureau of Labor Statistics, informs us that by arrangement with your office the Air Corps supplies his division with its confidential Aeronautical Monthly Progress Reports. These reports contain figures on numbers of productive men and women employees.

May we request that Mr. Davenport be empowered to release to the Women's Bureau data on the numbers of women employed and their proportion in the productive force. This will avoid making a second request to plants for information.

Very truly yours,

Mary Anderson, Director

Copy to Lt. Col. R. H. Magee
War Department

Mr. D. H. Davenport
Bureau of Labor Statistics

BMN:LW

Defense Files
War Dept

IN REPLY REFER TO

WAR DEPARTMENT
OFFICE OF THE CHIEF OF THE MORALE BRANCH
WASHINGTON
Army Exchange Service

MH;Jg

December 22, 1941

Miss Mary Anderson, Director,
Women's Bureau,
U. S. Department of Labor,
Washington, D. C.

Dear Miss Anderson:

This is to acknowledge receipt of your letter of December 8, 1941, with the enclosed two copies each of Women's Bureau Bul. 156, parts 1 and 2 (including a summary of supplemental material through 1940), and also the directory published by the Bureau of Labor Statistics of the United States Department of Labor.

We find that it is impractical at the present time to distribute to the branches of the Exchange the publications which you have suggested sending to us in quantity. We may find it is desirable to distribute them at some future date, at which time we will get in touch with you.

We appreciate your assistance in sending this material.

Very truly yours,

F. O. Britton

F. O. Britton,
Major, Specialist,
Officer in Charge,
Personnel Section.

FOR DEFENSE
BUY
UNITED
STATES
SAVINGS
BONDS
AND STAMPS

Defense
War Dept.

U. S. DEPARTMENT OF LABOR
CHILDREN'S BUREAU
WASHINGTON

DEC 9 1941

December 8, 1941

MEMORANDUM

To: Women's Bureau

From: Miss McConnell
Director, Industrial Division

I am attaching a copy of a letter which has recently been received from Major Britton of the Army Exchange Service.

Major Britton is distributing to the Army Post Exchange copies of our summary of State laws affecting employment of minors.

As you will notice, he is asking also for compilations of State labor laws affecting employment conditions of men and women. I have advised him that I am referring this request to you for attention.

A copy of this memorandum is being sent to the Division of Labor Standards.

Attach.

Request came to Women's Bureau (to FPS) by telephone from Mr. Shulman on Dec. 6 (Saturday) and material and letter were sent to Major Britton December 8. (Bulletins 156-I and II and Supplements were sent in accordance with telephoned request.) FPS

C
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Y

WAR DEPARTMENT

OFFICE OF THE CHIEF of the MORALE BRANCH

WASHINGTON

Army Exchange Service

December 1, 1941

Miss Beatrice McConnell
Director, Industrial Division
U. S. Department of Labor
Children's Bureau
Washington, D.C.

Dear Miss McConnell:

We have received your pleasant note of November 25, 1941, and a "Summary of State Laws Affecting the Employment and Compulsory School Attendance of Minors." The summary is most helpful and we shall be looking forward to receiving a copy of the revised edition.

We are interested in the state labor laws concerning the employment of men and women, and if you have prepared such summaries, we would appreciate copies of them.

Thank you for any further courtesies that you may extend to us.

Sincerely yours,

/s/ F. O. Britton

F. O. Britton,
Major, Specialist,
Officer in Charge,
Personnel Section.

December 18, 1941

Mr. F. G. Roundthwarte, Director
United States Purchasing
Department of Munitions and Supply
1205 - 15th Street, North West
Washington, D. C.

My dear Mr. Roundthwarte:

This Bureau is making an occupational analysis of the tasks which women may do in ordnance manufacture. Major A. C. Franklin of the Small Arms Division of the U. S. Army suggested that we would obtain a very adequate picture of what women were doing on revolver, fire arms, and machine guns if we would visit the John Inglis Company, Ltd., and the Small Arms Limited plant in Toronto.

We agree with Major Franklin that it will be of much help to our manufacturers to know what women are doing in Canada. May we request that you make arrangements for the visit of two members of our staff to these plants after the first of the year?

With appreciation,

Very truly yours,

Mary Anderson, Director

Jan, 5th, 1942

BMN:LW

[illegible] War

December 17, 1941

Mr. W. L. Linkous
State Legislative Representative
Order of Railway Conductors
Radford, Virginia

My dear Mr. Linkous:

Your letter to the Secretary of Labor concerning the practice of soliciting contributions of various kinds from employees of the New River Ordnance Plant, Wysor, near Dublin, Virginia, has been referred to me for answer.

I have referred this matter to Lt. Col. Joseph F. Battley, Chief, Labor Section, War Department, Washington, D. C., for attention.

Sincerely yours

Mary Anderson, Director

MA:IS

U.S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

Respectfully referred to

Lt. Col. Joseph F. Battley
Chief, Labor Section
Office of the Under Secretary
War Department
Washington, D. C.

The writer has been informed of this reference.

(1682) Director.

Copy

W. L. Linkous
State Legislative Representative
Radford, Virginia

VIRGINIA STATE LEGISLATIVE COMMITTEE
ORDER OF RAILWAY CONDUCTORS

Radford, Va. December 8th 1941

Miss Frances Perkins
Sec'y Labor, Washington, D.C.

Dear Madam:

I wish to bring to your attention a practice existing at the New River Ordnance Plant, Wysor, Va., located near Dublin, Va.

I am advised, and I have every reason to believe the information to be correct, that certain employees of the Bag Loading department have been soliciting money from the women workers of Line "B" for the purpose of buying christmas presents for their superior officers.

A man by the name of Mr. Chase appears to be in full charge over Crew "B" if not the entire force. A Mr. Kunkel, is next in charge, a Mr. Ratcliff next, followed by certain floor walkers, one among whom is a Miss Woolard, followed by a Mrs. Hazel Catron, all of the above being in a supervisory capacity.

According to the information furnished me, on Tuesday December 2nd one of the other women, other than named above, solicited donations from the subordinates for money to be used for the purchase of flowers for one of the deceased workers, the donations consisting of from 10 to 25¢ per employee, notwithstanding there are about 150 employees in crew "B". This was not so bad but appears an excessive amount for flowers.

The Mrs. Hazel Catron above referred to approached each of the subordinate employees soliciting money for the purpose of buying their superior christmas presents with the remark "How much money do you want to give to buy christmas presents for Mr. Dugan, Mr. Ratcliffe, Miss Woolard and the floor walkers. She was told by one of the employees she would give 25¢ which was accepted at the time, but later the 25¢ was returned by Miss Catron with the statement they wanted $1.00. Miss Catron was informed by the subordinate she did not have $1. but that if everybody else gave a $1. each, she would too, that she would have the money next day 3rd. The 3rd and 4th passed without further mention but on the 5th one of the Lady Workers, a Miss Beulah Harris, approached the Party and asked if she was going to give the $1. on the presents, and if so she wanted the money, whereupon the subordinate gave her the $1.

It is generally understood that each and all of the subordinates contributed $1.00 each for christmas presents for their superiors.

Later in the day, on the 5th, following the other solicitations a Lady who is Time Keeper and called Miss Glady's ______, approached the subordinate employees asking each of them if they were going to give a dollar to the Red Cross with the statement you all got to join, we want a 100% in this plant.

The employees did not complain so much about the donations for flowers for the deceased worker, although they thought it too much money to be given by women working at the rate of pay which they receive, to such cause.

Some of them had already joined the red cross but were afraid of being discharged or laid off unduly unless they donated their money as asked for. The same applied to the donations for the christmas presents, in fact as I understand it but very few of them had sufficient money to donate for presents for their superiors without stint to themselves, but rather than run the risk of losing their positions they donated without question.

For your further information, I am advised that the week ending Nov. 20th the women subordinates were worked three days at rates ranging from 40 to 60 cents per hour. The week ending Nov. 27th these same employees were worked four days, and the week ending Dec. 5th they worked five days.

At least 90% of these subordinates have to pay transportation between their homes, or boarding houses to the plant, a great number of which pay $30. per Month board, in fact some of them either live or board in Roanoke and pay $1.20 per day (round trip) for transportation.

I think such practices not only work a hardship on these employees but an injustice and that such a practice should be stopped, in fact it is indicative of a certain amount of graft which I have heard indirectly existed in the Powder Factory at Pepper when it was being built.

I am asking that you treat this information strictly confidential in your handling of the affair, insofar as any of the superiors might learn of the source from which you received this information as it would probably result in some of these women workers being mistreated in some form or another.

Yours truly,

W. L. Linkous

State Legislative Representative

Cy Mr. Thos B. Morton
Commissioner of Labor
Richmond, Virginia

W. L. Linkous
State Legislative Representative
Radford, Virginia

VIRGINIA STATE LEGISLATIVE COMMITTEE
ORDER OF RAILWAY CONDUCTORS

copy

Radford, Va. December 8th 1941

Miss Frances Perkins
Sec'y Labor, Washington, D.C.

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A man by the name of Mr. Chase appears to be in full charge over Crew "B" if not the entire force. A Mr. Kunkel, is next in charge, a Mr. Ratcliff next, followed by certain floor walkers, one among whom is a Miss Woolard, followed by a Mrs. Hazel Catron, all of the above being in a supervisory capacity.

According to the information furnished me, on Tuesday December 2nd one of the other women, other than named above, solicited donations from the subordinates for money to be used for the purchase of flowers for one of the deceased workers, the donations consisting of from 10 to 25¢ per employee, notwithstanding there are about 150 employees in crew "B". This was not so bad but appears an excessive amount for flowers.

The Mrs. Hazel Catron above referred to approached each of the subordinate employees soliciting money for the purpose of buying their superior christmas presents with the remark "How much money do you want to give to buy christmas presents for Mr. Dugan, Mr. Ratcliffe, Miss Woolard and the floor walkers. She was told by one of the employees she would give 25¢ which was accepted at the time, but later the 25¢ was returned by Miss Catron with the statement they wanted $1.00. Miss Catron was informed by the subordinate she did not have $1. but that if everybody else gave a $1. each, she would too, that she would have the money next day 3rd. The 3rd and 4th passed without further mention but on the 5th one of the Lady Workers, a Miss Beulah Harris, approached the Party and asked if she was going to give the $1. on the presents, and if so she wanted the money, whereupon the subordinate gave her the $1.

It is generally understood that each and all of the subordinates contributed $1.00 each for christmas presents for their superiors.

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Some of them had already joined the red cross but were afraid of being discharged or laid off unduly unless they donated their money as asked for. The same applied to the donations for the christmas presents, in fact as I understand it but very few of them had sufficient money to donate for presents for their superiors without stint to themselves, but rather than run the risk of losing their positions they donated without question.

For your further information, I am advised that the week ending Nov. 20th the women subordinates were worked three days at rates ranging from 40 to 60 cents per hour. The week ending Nov. 27th these same employees were worked four days, and the week ending Dec. 5th they worked five days.

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I think such practices not only work a hardship on these employees but an injustice and that such a practice should be stopped, in fact it is indicative of a certain amount of graft which I have heard indirectly existed in the Powder Factory at Pepper when it was being built.

I am asking that you treat this information strictly confidential in your handling of the affair, insofar as any of the superiors might learn of the source from which you received this information as it would probably result in some of these women workers being mistreated in some form or another.

Yours truly,

W. L. Linkous

State Legislative Representative

Cy Mr. Thos B. Morton
Commissioner of Labor
Richmond, Virginia

Copy

W. L. Linkous
State Legislative Representative
Radford, Virginia

VIRGINIA STATE LEGISLATIVE COMMITTEE
ORDER OF RAILWAY CONDUCTORS

Radford, Va. December 8th 1941

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Yours truly,

W. L. Linkous

State Legislative Representative

Cy Mr. Thos B. Morton
Commissioner of Labor
Richmond, Virginia

CROSS REFERENCE SHEET

Name or Subject	File No.
Col Battley – – – –	Defense War Dept.
Regarding	**Date**

in re hrs. of work at Ark. Ordnance Plant at Jacksonville, Ark.

in re Mrs. Sybil Vinton

Dec. 1941

SEE

Name or Subject	File No.
Ark. Labor	27

File cross reference form under name or subject at top of the sheet and by the latest date of papers. Describe matter for identification purposes. The papers, themselves should be filed under name or subject after "SEE."

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December 22, 1941

Honorable Robert P. Patterson
Under Secretary of War
War Department
Washington, District of Columbia

My dear Mr. Patterson:

In order that the Women's Bureau may promote the effective use of women in aircraft production, it is essential that it keep informed on the extent of their employment by specific firms from time to time. Mr. Davenport, Chief, Employment and Occupational Outlook Branch, Bureau of Labor Statistics, informs us that by arrangement with your office the Air Corps supplies his division with its confidential Aeronautical Monthly Progress Reports. These reports contain figures on numbers of productive men and women employees.

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Very truly yours,

Mary Anderson, Director

Copy to Lt. Col. R. H. Magee
War Department

Mr. D. H. Davenport
Bureau of Labor Statistics

BMN:LW

Defense

December 10, 1941

MEMORANDUM

To: Lt. Ipson
Office of the Under Secretary of War

From: Mary Anderson, Director

The enclosed proposed amendment to the New Jersey night work law and the recommended procedure to be followed if the law were so amended were prepared by us for the use of the New Jersey Consumers' League (which was very active in passing the night work law) in case something should be worked out that they could go along with.

I wanted you to have this, as it is what we will use with the State labor commissioners as a basis for conference.

I shall be glad to have you consult Miss Florence Smith of our staff (Telephone extension 133) for information concerning laws prohibiting women's employment in certain occupations, or other such restrictive legislation. Miss Smith is in charge of the compilation of our bulletin, "State Labor Laws for Women" and therefore is thoroughly familiar with these laws.

MA:IS

December 8, 1941

Major F. O. Britton
Personnel Section
Army Exchange Services
Washington, D. C.

My dear Major Britton:

In response to a telephoned request from Mr. Shulman of your staff, I am sending you enclosed two copies each of Women's Bureau Bul. 156, parts 1 and 2 (including a summary of supplemental material through 1940). Part 2 presents an analysis of State hour laws for women; Part 1 is a summary of hour laws and certain other types of labor legislation affecting women. In one copy of Part 2 pencilled notations have been made to bring the material to date.

I am glad to report also that 400 copies of each of these publications are available at the Government Printing Office for your use and distribution to your Services if you desire them.

I am enclosing also a directory published by the Bureau of Labor Statistics of State labor offices which have the enforcement of State labor laws. No doubt you may secure more copies of this publication, if you have need of them, on request to the Bureau of Labor Statistics of the United States Department of Labor.

Please call on us if the Women's Bureau can be of any further assistance.

Sincerely yours,

Mary Anderson, Director

Enclosures
FPS:ld

November 27, 1941

Colonel Joseph F. Battley, Chief
Liaison Division, War Department
New Social Security Building
Washington, District of Columbia

My dear Colonel Battley:

This confirms a telephone conversation with Captain George Weber of your staff. A list of the defense plants which our representatives expect to visit in a survey of present employment of women is being sent to you.

As you know, the Women's Bureau has analyzed the occupations in which women may be employed effectively in aircraft assembly, in small arms ammunition, and artillery ammunition. It is now essential to check on the actual work which women are doing in plants to-day, the success with which they are employed and the working conditions of such employment, as well as tentative plans for the expansion of their employment. This will necessitate a visit in plants by Women's Bureau representatives.

It has been our experience that the army officers stationed at Ordnance Plants and the plant itself prefer clearance of the visit of our representatives to plants. It will greatly facilitate our work if the appropriate War Department Office would send a letter to the plants to be visited and to the Chiefs of your Ordnance Districts telling them of the survey to be made. The attached list gives the names of our representatives and the plants to be visited during December and January. Work will begin in St. Louis December 1.

We would also appreciate your latest list of ordnance arsenals, depots, loading and storage plants. Would it be possible to note those now employing or expecting to employ women in productive operations?

Sincerely yours,

Mary Anderson, Director

BMN:LW

Women's Bureau
U. S. Department of Labor
Washington

November 27, 1941

Tentative list of small arms ammunition, bag loading, shell loading, and air frame assembly plants to be visited during December 1941 and January 1942, by Women's Bureau representatives.

Representatives' Name - Ethel Erickson and Margaret K. Anderson

St. Louis Ordnance Plant, Western Cartridge Co., St. Louis, Mo.
Curtiss Wright Corporation, St. Louis, Mo.
Lake City Ordnance Plant, Remington Arms Co., Kansas City, Mo.
North American Aviation, Inc., Kansas City, Mo.
Stearman Division, Boeing Aircraft Co., Wichita, Kansas

Ethel Erickson

Denver Ordnance Plant, Remington Arms Co., Denver, Colo.
Ogden Ordnance Depot, Ogden, Utah (loading plant, ammunition and general supply storage)
Douglas Aircraft Co. Inc., Santa Monica, Calif.
North American Aviation, Inc., Inglewood, Calif.
Consolidated Aircraft Corp., San Diego, Calif.

Margaret K. Anderson

Douglas Aircraft Co. Inc., Tulsa, Oklahoma
North American Aviation, Inc., Dallas, Texas
Ford Motor Co., Fort Worth, Texas
Vultee Aircraft Inc., Nashville, Tenn.

Martha Ziegler and/or Elsie Wolfe

Kingsbury Ordnance Plant, LaPorte, Indiana
Hoosier Ordnance Plant, Charlestown, Ind.
Elwood Ordnance Plant, Joliet, Ill.
Iowa Ordnance Plant, Burlington, Iowa
Ravenna Ordnance Plant, Ravenna, Ohio
Coosa River Ordnance Plant, Chilcersburg, Ala.
Wolf Creek Ordnance Plant, Milan, Tenn.
Lone Star Defense Corp., Texarkana, Texas
Shell Loading Plant, Minden, La.

Defense - Ge

November 17, 1941.

Colonel Joseph Battley, C. W. S.,
Contributory Division,
War Department,
Washington, D. C.

Attention: Captain George L. Webber

My dear Colonel Battley:

In response to your telephone request of November 14, I am sending two copies of each of the Women's Bureau bulletins relating to women workers and the defense industries.

Sincerely yours,

Mary Anderson, Director.

LS/nb

Defense
Gen

WAR DEPARTMENT
OFFICE CHIEF CHEMICAL WARFARE SERVICE
WASHINGTON, D. C.

In reply refer to C. W. S. 680.429/416

November 1, 1941

U. S. Department of Labor
Women's Bureau
Washington, D. C.

Attention: Bertha W. Neinburg, Assistant Director.

Dear Madam:

With reference to your letter of October 28th, I am very happy to inform you that arrangements have been made with the Commanding General, Edgewood Arsenal for the reception of Martha Ziegler and Elsie Wolff at that Arsenal on November 4th.

If there is anything else I can do for you, please do not hesitate to call on me at any time.

Sincerely yours,

WOMEN'S BUREAU
DEPARTMENT OF LABOR

WILLIAM N. PORTER
Major General
Chief of the Chemical Warfare Service.

2-3 Defense Gen

WAR DEPARTMENT
OFFICE CHIEF CHEMICAL WARFARE SERVICE
WASHINGTON, D. C.

September 22, 1941.

In reply refer to CWS 011/21 aac
(7/24/41)

Miss Mary Anderson, Director
U. S. Department of Labor
Women's Bureau
Washington, D. C.

My dear Miss Anderson:

With reference to your letter dated July 24, 1941, the Office of the Under Secretary of War has been contacted with regard to War Department policy in the matter of employment of women on a night shift.

This office has been advised that the Office of the Under Secretary of War is at present making a study of this matter and will advise when an approved solution has been reached.

Sincerely yours,

Herrold E. Brooks
HERROLD E. BROOKS
Major, Chemical Warfare Service
Assistant

File

WAR DEPARTMENT
OFFICE CHIEF CHEMICAL WARFARE SERVICE
WASHINGTON, D. C.

3

WOMEN'S BUREAU
1941
DEPARTMENT OF LABOR

August 2, 1941.

In reply refer to CWS 011/21 aao

No answer necessary

Miss Mary Anderson, Director
Women's Bureau,
U.S. Department of Labor,
Washington, D. C.

Dear Miss Anderson:

The subject matter contained in your letter of July 24, 1941 has been referred to the Secretary of War for expression of policy.

As soon as reply has been received in this office you will be communicated with further.

Very truly yours,

Herrold E. Brooks
HERROLD E. BROOKS,
Major, Chemical Warfare Service,
Assistant.

PLEASE ADDRESS ALL COMMUNICATIONS TO "CHIEF OF THE CHEMICAL WARFARE SERVICE, WAR DEPARTMENT, WASHINGTON, D. C."

August 2, 1941.

CWS 011/21 aao

Miss Mary Anderson, Director
Women's Bureau,
U.S. Department of Labor,
Washington, D. C.

Dear Miss Anderson:

The subject matter contained in your letter of July 24, 1941 has been referred to the Secretary of War for expression of policy.

As soon as reply has been received in this office you will be communicated with further.

Very truly yours,

HERROLD E. BROOKS,
Major, Chemical Warfare Service,
Assistant.

Defense
General

July 24, 1941

Major H. E. Brooks
Chemical Warfare Service
War Department, Annex No. 1
401-23rd Street, N. W.
Washington, D. C.

My dear Major Brooks:

At the request of Mr. James P. Googe of the U. S. Civil Service Commission, I am sending you a copy of the Massachusetts night-work law for women. I understood from Mr. Googe that the War Department employs, or plans to employ, women inspectors in plants manufacturing gas masks in Massachusetts and that the employment of these women between 10 p.m. and 6 a.m. is being considered.

The Massachusetts night-work law prohibits the employment of women between 10 p.m. and 6 a.m. The Federal Government, however, is not subject to State labor laws, and if the women to whom Mr. Googe referred are employees of the U. S. Government, the Massachusetts night-work law would not apply. However, from our contact with the War and Navy officials we know that they are as eager as we that proper labor standards be maintained in order to preserve the health of the workers and to assure steady and increased production.

The Massachusetts night-work law was passed because it was believed that work at night was generally injurious to women workers. Although the law does not apply to the U. S. Government, we do hope that voluntarily the Government will maintain labor standards at least as high as those required by State law for private employers of women workers. The Women's Bureau will appreciate anything that you can do to persuade the proper authorities to observe the standards established by State labor laws for women. We shall be very glad, indeed, to cooperate with you in this effort in any way in which we can.

Sincerely yours,

Mary Anderson, Director.

Inclosure
MA:LS:MMC

Defense
General

July 24, 1941

Mr. James P. Googe
Principal Administrative Officer (with field)
Room 201
U. S. Civil Service Commission
Washington, D. C.

My dear Mr. Googe:

In compliance with your telephone request of July 23, I am sending you a copy of the Massachusetts night-work law for women.

I am also sending a copy of this law to Major H. E. Brooks, as you requested.

Sincerely yours,

Louise Stitt, Director,
Division of Minimum Wage.

Inclosure
LS:MBG

File
War

July 21, 1941

Major Joseph F. Battley
Chief, Contributory Division
Office of the Under Secretary
War Department
Washington, D. C.

My dear Major Battley:

In Miss Anderson's absence, may I thank you for the material contained in your letter of July 17th. [illegible]

While we are not familiar with the details of women's peacetime employment in Great Britain, we are surprised at many of the industries listed as reserved industries. Certainly in this country women are not employed in any numbers of many of the industries or occupations listed.

It would seem to us too early to set up any such schedule of reserved occupations for women in this country. For we have masses of unemployed women and 500,000 high school girl graduates and 67,000 college graduates.

If the time is reached when such a reserve schedule need be set up, I am sure our Bureau can do it with very little difficulty, as we know the work which women have been doing and the industries in which they are at work in this country.

Sincerely,

Bertha M. Nienburg,
Acting Director

BMN:ml

WAR DEPARTMENT
OFFICE OF THE UNDER SECRETARY
WASHINGTON, D. C.

July 17, 1941

Miss Mary Anderson,
Director,
Women's Bureau,
U. S. Department of Labor,
Washington, D. C.

Dear Miss Anderson:

In accordance with my letter of June 17, 1941, I am sending you some compilations concerning employment of women which I believe will be of interest to the Women's Bureau.

Filed in Res Div

As you probably know, the Ministry of Labor and National Service of Great Britain issued a revised list of reserved occupations in April 1941. Part V of this list contains schedules of occupations for which women only are reserved. We have reproduced for your use a complete list of all these occupations together with their American equivalent. For many types of work included in the list, women are reserved for all productive processes other than laborers. For such types of work the industrial designation of the activity is shown. In other types of work included in the list, women are reserved only for specific occupations. For these, the codes are shown according to the terminology of the Occupational Dictionary.

You will note that the list provides a broad coverage of work in which women are employed. The largest group of women not reserved thus are unemployed women, women under twenty-five employed in distributive trades, and domestic workers not employed in hospitals or institutions. We are informed that there has been considerable criticism of the list because of the wide extent of its coverage. It is alleged that it does not achieve the purpose of adequate labor mobilization.

Sincerely yours,

Joseph F. Battley

JOSEPH F. BATTLEY,
Major, C. W. S.,
Chief, Contributory Division.

Incl - 1

Defense
General

WAR DEPARTMENT
OFFICE OF THE UNDER SECRETARY
WASHINGTON, D. C.

June 17, 1941

WOMEN'S [illegible]
JUN [illegible] 1941
DEPARTMENT [illegible]

Miss Mary Anderson,
Director,
Women's Bureau,
U. S. Department of Labor,
Washington, D. C.

Dear Miss Anderson:

I appreciate the assurances of the continued cooperation of the Women's Bureau contained in your letter of June 12, 1941. The close relations of this office with the Women's Bureau in the past have been highly satisfactory, and I shall look forward to utilizing the services of your organization in the future.

We are now preparing for your information a brief report of occupations in which women have been most extensively used in war work in Great Britain. The report is based on confidential information recently received and will be forwarded to you as soon as completed.

We have no specific requests for extension of labor laws in respect to women at the present time but will feel free to request your assistance in case problems of this nature should arise.

Sincerely yours,

Joseph F. Battley

JOSEPH F. BATTLEY
Major, C. W. S.,
Chief, Contributory Division.

June 12, 1941

Major Joseph F. Battley, C.W.S.
Chief, Contributory Division
War Department
Washington, D.C.

Dear Major Battley:

I am in receipt of your letter of June 3, and another from Brigadier General Hines, under date of June 6th, telling me that you are replacing Colonel Sadler, formerly Chief of the Labor Section, who has received an assignment in Monterey, California.

We had been working very closely with Colonel Sadler on the employment of women in the defense industries. I shall, of course, continue that cooperation with you. We shall be very glad to know if there are any requests for extensions of labor laws in the States, and also of places where you feel women can be employed.

I shall cooperate in every possible way to this end.

Sincerely yours,

Mary Anderson, Director.

MA:ec

WAR DEPARTMENT
OFFICE OF THE UNDER SECRETARY
WASHINGTON, D. C.

June 6, 1941

WOMEN'S BUREAU
JUN 10 1941
DEPARTMENT OF LABOR

Miss Mary Anderson,
Director,
Women's Bureau,
U. S. Department of Labor,
Washington, D. C.

Dear Miss Anderson:

The receipt is acknowledged of your letter of May 20, 1941, transmitting to the Under Secretary of War a copy of your report regarding the use of women in the aircraft industry. I am having the report circulated to officers in the Planning Branch, who, I am sure, will find it useful.

Colonel Sadler, formerly Chief of the Labor Section, to whom you have also sent a copy, has been transferred to duty with troops, with headquarters at the Presidio of Monterey, Monterey, California. I know that we can expect your continued splendid co-operation with his successor, Major Joseph F. Battley, C.W.S.

Sincerely yours,

CHARLES HINES
Brigadier General, U.S.A.,
Director, Planning Branch.

WAR DEPARTMENT
OFFICE OF THE UNDER SECRETARY
WASHINGTON, D. C.

June 3, 1941

WOMEN'S BUREAU
JUN 5 1941
DEPARTMENT OF LABOR

Miss Mary Anderson,
U. S. Department of Labor,
Washington, D. C.

Dear Miss Anderson:

I regret that because of pressure of other duties, earlier acknowledgment has not been made of your letter to Colonel Sadler, dated May 20, 1941, with which you forwarded a copy of the report by your Bureau, "Women's Factory Employment in an Expanding Aircraft Production Program". This report, as has been the case with others you have supplied to Colonel Sadler, forms a welcome addition to the files of the Labor Section and will be particularly useful in our studies of methods of augmentation of the labor supply. I trust that you will continue your past kind cooperation with the Division.

Colonel Sadler's tour of duty in Washington having been completed, he has been transferred to duty with troops with headquarters at Presidio of Monterey, Monterey California.

Sincerely yours,

Joseph F. Battley

JOSEPH F. BATTLEY
Major, C. W. S.,
Chief, Contributory Division.

Defense
Gen

WAR DEPARTMENT

WASHINGTON

May 19, 1941

Miss Bertha Nienburg, Chief Economist
Women's Bureau
Department of Labor
Washington, D. C.

Dear Miss Nienburg:

I have been requested by the Quartermaster General to make the finding required by Section 6 of the Walsh-Healey Act to be made by me, for the purpose of exempting Army purchases of certain seasonal or perishable canned fruits and vegetables from the requirements of the statute during the 1941 packing season, in view of the necessity of making direct contracts with canners prior to the 1941 pack in order to obtain proper subsistence for the United States Army at proper prices and in the proper size of cans.

The record indicates that you were present at the hearing before Mr. L. Metcalfe Walling, Administrator of the Public Contracts Act, held on January 18 and 27, 1941. Because of your interest in this matter, I should be very glad to receive such written memoranda or statements of fact that you may care to submit to assist me in determining whether or not the facts warrant the making of such finding.

I enclose herewith for your information a copy of the proposal of the Quartermaster General. In view of your familiarity with this matter and in view of the necessity of making contracts with the canners as soon as may be, I must request that any such memoranda or statements be submitted to my office in typewritten or printed form on or before Tuesday, May 27, 1941, at 2:00 P.M.

Very truly yours,

(Signed) Henry L. Stimson

Secretary of War.

copy

Original copy
sent to Secretary's Office.

April 24, 1941

Lt. Col. Frank A. Allen, Jr.
Chief, Pictorial & Radio Branch
Bureau of Public Relations
War Department
Washington, D. C.

Dear Col. Allen:

Thank you so much for sending the photographs from the Picatinny Arsenal which were prepared at the request of Miss Erickson and Mrs. Mettert. We are very glad to have these pictures and will add them to our files of information on this subject.

Sincerely yours,

Mary Anderson, Director

MA:IS

WAR DEPARTMENT
WASHINGTON

April 23, 1941

WOMEN'S BUREAU
APR 24 1941
DEPARTMENT OF LABOR

Miss Mary Anderson, Director,
Woman's Bureau,
U. S. Department of Labor,
Washington, D. C.

Dear Miss Anderson:

Attached hereto is a group of photos prepared for you at Picatinny Arsenal at the request of Miss Ethel Erickson and Mrs. Margaret Mettert and forwarded through the War Department. It is hoped that these photos will be of some assistance to you.

Yours very truly,

Frank A. Allen Jr.
FRANK A. ALLEN, JR.,
Lt. Col., General Staff,
Chief, Pictorial & Radio Branch,
Bureau of Public Relations.

Enc: 12 photos

March 27, 1941

Major George D. Rogers
Ordnance Division
New Social Security Building
Washington, D. C.

My dear Major Rogers:

Thank you for your list which we have copied.

I judge that our differences with regard to the employment of women in shell loading are differences in use of words rather than differences of fact. The following quotation from Benedict Crowley, America's Munitions, p. 125, may be of interest to you:

> "For the successful carrying out of our program for the production of vaste quantities of explosives and propellants, as well as shell loading, the women must be given credit, on account of the highly important part they took in this phase of helping to win the war. Fully 50 percent of the number of employees in our explosive plants were women, who braved the dangers connected with this line of work, to which they had been, of course, entirely unaccustomed, but whose perils were not unknown to them."

My notes concerning shell loading plants indicate that women did the following work:

Removed wooden or metal plug from shell nose.
Washed shell with hot water and caustic soda.
Painted interior of shell.
Weighed empty shell.
Drilled cavity into explosive charge.
Cleaned threads.
Measured booster cavity.
Shellacked booster cavity.

My notes agree with your statement that the pouring and pressing of the high explosives into the shell was done by men.

It may be of interest to you to know the types of occupations which women did on smokeless powder. In nine plants employing 4,854 women their occupations were as follows:

Temperature readers.
Sorters.
Cutting-machine operators.
Press operators.
Ether weighers.
Forewomen.
Bag repairers.
Moisture testers.

They also did work in the laundry and commissary.

Sincerely yours,

Bertha M. Nienburg,
Assistant Director.

Inclosure
[illegible]

COPY

March 27, 1941

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Ordnance Division
New Social Security Building
Washington, D. C.

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Moisture testers.

They also did work in the laundry and commissary.

Sincerely yours,

Bertha M. Nienburg,
Assistant Director.

Inclosure
BMN:MG

The representatives of the Women's Bureau wish to visit the Picatinny Arsenal in order to acquaint itself with the following:

Processes in which women are employed in explosive and propellant manufacturing, processes in which women may be employed in case of shortage of male workers, safety conditions set up by the arsenals, standards set up for health protection, sanitary equipment required, clothing required, medical examinations, illness records, and dietary supervisions.

As many of the girls to be employed in bag loading and shell loading will come from the rural areas, the Women's Bureau believes it is essential to have them fully familiar with their part in maintaining health and safety provisions. This educational work it will attempt to bring about.

COPY

March 27, 1941

Major George D. Rogers
Ordnance Division
New Social Security Building
Washington, D. C.

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Sincerely yours,

Bertha M. Nienburg,
Assistant Director.

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WAR DEPARTMENT

WD 004 (3-12-41)M Washington Mar. 20, 1941

The Honorable

The Secretary of Labor.

Dear Madam Secretary:

In the various manufacturing plants throughout the United States engaged in defense work, managements, under the guidance of the Federal Bureau of Investigation, have promulgated certain precautionary regulations concerning visitors to that plant.

It has been brought to the attention of the War Department by the officials of some of these plants that certain bureaus of the Government have not thoroughly cooperated in the operation of these regulations. It is represented to the War Department that agents of the Government, visiting defense plants, insist that the identifications issued to them by their own department are sufficient for access to the plant. While such credentials should be used for the purpose of identification, it is essential to the local security of each plant that all visitors comply with the local regulations.

It is requested that instructions be issued to your subordinates, who have occasion to enter defense plants, that they comply with all local regulations in effect in those plants concerning the wearing of identification badges issued to them by the plants and the signing of pass registers of the plant.

Sincerely yours,

(Signed) HENRY L. STIMSON
Secretary of War

Copy

Files

WAR DEPARTMENT
Office of the Under Secretary
Washington, D. C.

March 15, 1941

Honorable Frances Perkins
Secretary of Labor
Washington, D. C.

Dear Miss Perkins:

I have your letter of March 14th. I concur with you as to the advisability of referring to the Women's Bureau all matters of concern to women workers.

I shall take measures to see that the services in the War Department take all such matters up with the Women's Bureau.

Sincerely yours,
(Signed) Robert P. Patterson
Under Secretary of War.

COPY

WAR DEPARTMENT

OFFICE OF THE UNDER SECRETARY

Washington, D.C.

March 15, 1941

Honorable Frances Perkins
Secretary of Labor
Washington, D. C.

Dear Miss Perkins:

I have your letter of March 14th. I concur with you as to the advisability of referring to the Women's Bureau all matters of concern to women workers.

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Sincerely yours,

(Signed) Robert P. Patterson

Under Secretary of War

Mem to Secy from [illegible]
& copy of this letter
Secy's file

March 7, 1941

To: The Secretary

From: Mary Anderson

The Assistant Secretary of War, Mr. Patterson, called the Solicitor's Office in regard to whether or not the Department of Labor had any objection to the employment of women on a night shift in Connecticut, as he wanted to get in touch with the Governor in an effort to suspend the night-work law for women for a certain period, so that they could work three shifts until certain small arms manufacturers had time to expand their facilities.

Having had experience in the last war with similar requests, I immediately sent Miss Erickson to Connecticut to advise Mr. Mooney of what was contemplated and to go to some of the employers and discuss the question with them.

We found that the Department of Labor had given an extension of an hour to the night-work law so that the women could work two shifts, and we found that Remington Arms was the only company up there that had asked for suspension of the night work law, in order to work four 6-hour shifts. They freely admitted that they wanted to get away from paying overtime but they had found that the training and supervision would be quite costly and perhaps it was better to pay overtime, inasmuch as the request had not been acted upon very promptly.

Enclosed is a memorandum of the interviews with certain employers.

MA:IS

WOMEN'S BUREAU
U. S. DEPARTMENT OF LABOR
Washington

DEFENSE INTERVIEWS

March 3, and March 4, 1941

Subject: Suspension of the Connecticut Night-Work Law for Women in defense industries.

The following firms were consulted by the Women's Bureau as to their third shift operations and the employment of men on operations performed by women on the first and second shifts and their expanding needs for women:

	Interviewed:
Remington Arms and Ammunition -	(Mr. George Hildreth, Personnel (Mr. Allen Green, Works Manager (Mr. Carpenter, Production Engineer
Winchester Arms -	Mr. A. Snyder, Personnel
Colt's Patent Fire Arms -	Mr. Phelps, Vice President
United Aircraft -	Mr. Henry Smith, Director of Training
Hartford Machine Screw Company -	Mr. Beebe, Personnel Director

All of the above firms have been given permission to employ women until eleven o'clock at night.

Remington Arms and Ammunition Co. - Bridgeport, Connecticut

This company has approximately 1800 (1791) women employed on the two first shifts. Women are employed as inspectors, packers, drawing machine operators, feeders of heading machines, cut off machine operators and on plate loading operations. The second shift ends at 11 p.m.

On the third shift - 11 p.m. to 7 a.m. - boys from 18 to 21 years old do inspecting and work on machine operations which are carried on by women in the other shifts. The personnel office did not have exact numbers of employees on these jobs but estimated about 300. The personnel chief and works manager commented that it was becoming increasingly difficult to get satisfactory boys as few are unemployed, many are taking defense training courses, and that better selection for good workers is possible from the unemployed women than the unemployed boys.

A short time ago the production management division of the company consulted with the Ordnance Department in Washington as to the speeding up of production and the possibility of four six hour shifts with extended use of women if the Connecticut Night-Work Law could be suspended for the defense emergency period was considered.

After a consideration of the problems of management and personnel which this would create the idea was given up. The lack of trained supervisors to direct the work of four shifts; the problems and expense of training a considerable number of new workers; the rapidly decreasing supply of good unemployed workers; and the dissatisfaction which would be registered by present workers if their weekly hours were shortened to 36 after having had a 48 hour week with overtime payments for hours over 40 would create so many new problems that it was not felt that production would be materially increased and it was decided to continue the present system of three eight hour shifts with a prevailing employee week of 48 hours.

As a firm policy do not approve of third shift work for either men or women and have resorted to it only as far as necessary for military work. Unless unforeseen demands are made on the plant, the company will continue on present basis with the third shift working on military orders which cannot be produced in sufficient quantities on the first two shifts. As long as it is possible to fill inspection and light machine jobs on the third shift with boys under 21 will not ask for any suspension of the night-work law for women to allow their employment on a third shift.

Colt's Patent Firearms - Hartford, Connecticut

Mr. Phelps, Vice President, stated that about 50 women are used on inspection work and about 90 in the electrical parts division, on second shift. The extension of one hour from 10 to 11 is all the time needed by them. The firm does not believe in night work for women and would be loathe to put them on the third shift. Have been able to have all the operations on which women are employed covered in the first two shifts. Have about same number of women as October 1940 - 300 to 350.

Winchester Repeating Arms - New Haven, Connecticut

Number of women employed have about doubled since last fall, men more than doubled. If law permitted would use several hundred more women on inspecting and gauging. At the present time have only a limited number of men - less than 25 - on work performed by women in the two other shifts but expect to have at least 200 men on bullet inspection which could be done by women. Have a one-hour extension but would work women on third shift if allowed. At present have about 2,500 women employed - same jobs as at time of fall visit.

United Aircraft Company - Hartford, Connecticut

Have a one-hour extension to 11 o'clock and this enables two shifts of women to be employed for inspection. Number of women has doubled since last fall and now have over 400. Have not considered employing women on third shift. Have been able to adjust women's work to the two shifts so far and did not feel any need for third shift of women.

Hartford Machine Screw Company - Hartford, Connecticut

Have 400 women and 876 men employed. Women are employed on two shifts as inspectors - gauge and visual - and are working on small drill presses, milling machines and punch presses. Do not anticipate any third shift work for women and very little for men. Believe in the Connecticut night-work law for women, and expect to restrict women to the permitted hours.

DEPARTMENT OF LABOR

Miss N. wants to keep original corresp. on this to which is attached carbon of Miss A. letter of Feb. 20, th.

L. W.

No. 204

GPO

March 10, 1941

Memorandum:

To: Major G. D. Rogers, Office of the Chief of Ordnance, War Department

From: Bertha M. Nienburg, Chief Economist, Women's Bureau, U. S. Department of Labor

Re: Restatement of Conference Concerning Women's Bureau's Functions as Related to the Ordnance Program. OO No. 230.6 - Attention 561.

In retrospect:

In 1918 a Women's Division was established in the Ordnance Department under Dean Snyder. Mary Anderson, director of the present Women's Bureau, was a member of the Ordnance Division's staff employed in studying conditions under which women were to be substituted for men in munitions plants. Recommendations were made in cooperation with the U. S. Public Health Service.

In 1920, the present Women's Bureau was established in the Department of Labor by Act of the 66th Congress - Public No. 259.- Under Section 2 of this Act, its functions are described as:

> "It shall be the duty of said bureau to formulate standards and policies which shall promote the welfare of wage-earning women, improve their working conditions, increase their efficiency and advance their opportunity for profitable employment.......... The Bureau shall have the authority to investigate and report to the Department upon all matters pertaining to the welfare of women in industry."

One of the Women's Bureau's first publications No. 12 was an analysis of the work women had done in War Industries. While the analysis was done by a private organization, two of the Bureau's present staff, Caroline Manning and Bertha M. Nienburg, made the occupational analysis. (The confidential report made to the Secretary of War by the National League for Women's Service on Woman Labor Use in Ordnance Plants was also prepared by Bertha Nienburg.)

In the last 20 years the Women's Bureau has made continuous factual investigations concerning women's employment that have served as a basis for solution of the many problems that arise with changing conditions. To it come and are referred queries and complaints concerning women's employment from other Federal and State government officials, from workers, employers, and the public.

The Present Defense Situation

With the increase in Government defense contracts in 1940, the Bureau has been in contact with manufacturers of machine tools, engines, instruments and ammunition concerning the extension of women's employment as production got underway. It has been conferring with training officials to insure to prospective women workers the type of training essential for the jobs awaiting them in 1941-42. It is now working on development of women's occupations and training in the aircraft industry in cooperation with aircraft engineers.

The extension of women's employment is bringing calls from War Department officials concerning wage rates to be paid, abrogation of hours and night laws. The expectation of completion of Government explosive plants is causing inquiry to the Bureau from women workers as to the work itself and from civic groups as to the social conditions surrounding employment. While the Bureau is familiar with explosive manufacturing as carried on in 1918, it needs to familiarize itself with modern methods of manufacturing and health and safety provisions, in order to render intelligent advice to the women who will seek work in bag loading and shell loading plants. To this end it has asked that two of its agents be permitted to visit Government arsenals where the latest equipment may be studied. In order that it may bring into useful service in Defense communities the volunteer groups that form its Advisory Committee, it requests permission to contact officials of explosive plant communities covering living and social needs and plant facilities.

Mjr Rogers!

ALL COMMUNICATIONS SHOULD BE ACCOMPANIED BY CARBON COPY AND ADDRESSED TO

GDR/ad

WAR DEPARTMENT
OFFICE OF THE CHIEF OF ORDNANCE
WASHINGTON

TO INSURE PROMPT ATTENTION
IN REPLYING REFER TO

_______ No. _______

ATTENTION OF

____

February 28, 1941.

MAR 2 1941

230.6/5-61

Miss Mary Anderson,
Director, Women's Bureau,
U. S. Department of Labor,
Washington, D. C.

Dear Miss Anderson:

Reference is made to your letter of February 20th in which you ask for authorization for visits by personnel from your bureau to the Government arsenals. While there is no objection to visits to the arsenals by personnel from the Women's Bureau, it is not believed that any useful purpose will be served thereby for the following reasons:

a. There are no hazards peculiar to women at any of the arsenals.

b. Health and sanitation at all arsenals are under the supervision of doctors supplied by the Surgeon General, U. S. Army.

c. In the field of industrial health, the services of the U. S. Public Health Service have been made available to the War Department by the Administrator of the Federal Security Agency. This service has been accepted by the War Department and arrangements are being made for the necessary health hazard surveys at both arsenals and proposed contractor-operated munitions plants.

If there are essential services which can be rendered by the Women's Bureau, U. S. Labor Department, and which cannot be made available by the agencies referred to above, the Ordnance Department will of course be glad to avail itself of those services. It is suggested that more detailed information as to the manufacturing processes and conditions which the Bureau desires to investigate be furnished in order that the problem may be given further consideration.

For the Chief of Ordnance:

Very truly yours,

Branch 3462

H. C. Minton,
Lt. Col., Ord. Dept.,
Executive. Officer

February 20, 1941

Major General C. M. Wesson
Chief of Ordnance
Department of War
Social Security Building
Washington, D. C.

Dear Sir:

In recent months persons working on women's employment in the Government's new explosive making and loading plants have consulted us concerning their problem. We wish to render effective service to all interested in women's employment in ordnance plants and also to the women to be so employed.

To this end, it becomes necessary to check our knowledge of manufacturing processes and conditions, secured in the last war, with current operating conditions in ordnance manufacturing plants employing women. This entails study of processes and health protection and accident prevention measures as now carried on in the:

Picatinny Arsenal,
Frankford Arsenal,
Springfield Arsenal,
Rock Island Arsenal,
Raritan Arsenal,
Savannah Ordnance Department.

Donferences are also necessary with officials of the:

duPont de Nemours Company,
Atlas Powder Company,
Hercules Powder Company,
Trojan Powder Company,
Johnson & Johnson Company,
Procter & Gample Defense Corporation.

We desire authorization from your department to have the following members of our staff enter such plants. These staff members are American-born women:

Miss Ethel Erickson, chief field investigator, expert in industrial processes (with bureau 16 years).
Mrs. Margaret T. Mettert, expert in health and accident hazards (with bureau 10 years).
Miss Margaret Kay Anderson, assistant field investigator, (first year with bureau).

We should like very much to discuss women's part in ordnance production and the problems resulting therefrom with any member of your staff you may designate.

Sincerely yours,

MA:BMH:MHG

Mary Anderson, Director.

Defense [illegible]
Gen

February 20, 1941

Major General C. M. Wesson
Chief of Ordnance
Department of Waf
Social Security Building
Washington, D. C.

Dear Sir:

In recent months persons working on women's employment in the Government's new explosive making and loading plants have consulted us concerning their problem. We wish to render effective service to all interested in women's employment in ordnance plants and also to the women to be so employed.

To this end, it becomes necessary to check our knowledge of manufacturing processes and conditions, secured in the last war, with current operating conditions in ordnance manufacturing plants employing women. This entails study of processesand health protection and accident prevention measures as now carried on in the:

Picatinny Arsenal,
Frankford Arsenal,
Springfield Arsenal
Rock Island Arsenal,
Raritan Arsenal,
Savannah Ordnance Department.

Donferences are also necessary with officials of the:

duPont de Nemours Company,
Atlas Powder Company,
Hercules Powder Company,
Trojan Powder Company,
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Sincerely yours,

MA:[illegible]

Mary Anderson, Director.

return to
L. [illegible]

March 4, 1941

Col. R. C. Candee, Chief,
Intelligence Division
Office of the Chief of the Air Corps
War Department
Washington, D. C.

My dear Col. Candee:

Thank you for your letter of February 28 granting permission for Miss Caroline Manning and Miss Martha M. Porter to study occupations for women in such aircraft factories as is deemed necessary to cover differences in operating methods.

As these women are experienced field agents of the Women's Bureau, they are accustomed to visit plants and confer with officials at the convenience of the manufacturer and without interrupting production. They are both American born women. While I doubt whether the pamphlet which we expect to get out on women's use in aircraft manufacture would go into any detail that would disclose manufacturing secrets, we would be very glad to submit such data as we distribute to you after it is in typewritten form.

At this distance I am not sure which plants have varying conditions of operation and, therefore, should be visited. However, I would request letters to the following plants in addition to the Lockheed plant:

Douglas Aircraft, Santa Monica, California
North American Aviation Company, Inglewood, California
Vultee Aircraft Inc., Downey, California and Nashville, Tennessee
Boeing Aircraft Company, Seattle, Washington
Glen L. Martin Company, Baltimore, Maryland
Curtis-Wright Corporation, St. Louis, Missouri, and Buffalo, New York
Beech Aircraft Corporation, Wichita, Kansas

Very truly yours,

Mary Anderson, Director

Copy sent to
Miss Manning

Copy

File: Defense
Aircraft

Address reply to
Chief of the Air Corps
War Department
Washington, D. C.

WAR DEPARTMENT
Office of the Chief of the Air Corps
Washington

(2-E)

February 28, 1941

Miss Mary Anderson, Director
Women's Bureau
U. S. Department of Labor
Washington, D. C.

My dear Miss Anderson:

The Air Corps has been advised by the War Department, in response to your inquiry of February 7, that there would be no objection to the proposed visits of Miss Caroline Manning and Miss Martha M. Porter to aircraft factories for an analysis of women's occupations in aviation, providing the usual restrictions are observed with respect to plant visits.

These restrictions include the consent of the manufacturer, that conditions in the plant permit the visit without interruption to scheduled production, that nothing of a restricted nature is disclosed or discussed, that the visitors are American citizens, and that any articles or reports prepared on the basis of the visit are submitted to the War Department for review prior to release for publication. In this case, also, contacts within the plant must be confined to those necessary to accomplish the duties specifically assigned by the Department of Labor; namely, occupational analysis as it pertains to woman's place in the defense program.

Since you have specifically mentioned the Lockheed plant at Burbank, California, this office has notified the Lockheed Aircraft Corporation of your interest in visiting their plant and has also advised the Air Corps Factory Representative and the Supervisor of the Western Procurement District that there would be no objection to the visit of the Department of Labor analysts.

In accordance with War Department policy, it would be necessary to have a separate letter of authority for each plant visited; therefore, it is requested that this office be advised of the plants which Misses Manning and Porter will include on their itinerary.

For the Chief of the Air Corps:

(Signed) R. C. Candee,
Colonel, Air Corps,
Chief, Intelligence Division

File: Defense-
~~corresp.~~ ✓
Aircraft

February 7, 1941

Col. R. C. Candee
Chief Intelligence Division
Army Air Corps
Room 3004 Munitions Building
Washington, District of Columbia

My dear Col. Candee:

Some years ago the members of the staff of the planning divisions of the War Department conferred with us at length concerning the part women could play in defense services in case of another emergency. Since those conferences new methods of manufacture have been developed, especially in the airplane field.

A cursory study of modern airplane manufacture convinces us that there are many processes on which women can work effectively. To be able to advise manufacturers concerning such processes and vocational schools as to the type of training women require, it becomes necessary for two of our experienced occupational analysts to study such operations in the plants themselves. Therefore, we would like to have letters of admission to airplane factories for the following members of our staff:

Miss Caroline Manning, Chief Field Investigator,
Miss Martha M. Porter, Assistant Economic Analyst.

Our first visit will be to the Lockheed Aircraft Corporation at Burbank, California, as this corporation has indicated interest in the employment of women.

Sincerely yours,

Mary Anderson, Director

Copy sent to Miss Manning.

Copy

Address reply to
Chief of the Air Corps
War Department
Washington, D. C.

WAR DEPARTMENT
Office of the Chief of the Air Corps
Washington

(2-E)

February 28, 1941

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Women's Bureau
U. S. Department of Labor
Washington, D. C.

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For the Chief of the Air Corps:

(Signed) R. C. Candee,
Colonel, Air Corps,
Chief, Intelligence Division

List given by Major George D. Rogers, Ordnance Division, March 24, 1941

ORDNANCE DISTRICTS

*1. Boston Ordnance District
    Room 1501, 140 Federal St., Boston, Mass.
    Chief: Col. Charles H. Tenney
    Exec. Off.: Lt. Col. James S. Crawford
*2. Hartford Ordnance District
    95 State Street, Springfield, Mass.
    Chief: Col. Frederick H. Payne
    Exec. Off.: Col. Robert Sears
*3. New York Ordnance District
    Room 1815, 80 Broadway, New York, New York
    Chief: Brig. Gen. Samuel McRoberts
    Exec. Off.: Col. John K. Clement
*4. Rochester Ordnance District
    1132 Mercantile Bldg., Rochester, N. Y.
    Chief: Mr. Erwin R. Davenport
    Exec. Off.: Lt. Col. Roy L. Bowlin
*5. Philadelphia Ordnance District
    Room 1300, Mitten Bldg., Philadelphia, Pa.
    Chief: Mr. Charles J. Ingersoll
    Exec. Off.: Major D. N. Hauseman
*6. Wilmington Ordnance Region
    1466 Nemours Bldg., Wilmington, Dela.
    Exec. Off.: Major John P. Harris

*7. Pittsburgh Ordnance District
    1032 New Federal Building, Pittsburgh, Pa.
    Chief: Mr. Frank B. Bell
    Exec. Off.: Lt. Col. James L. Guion
*8. Cleveland Ordnance District
    1450 Terminal Tower Bldg., Cleveland, Ohio
    Chief: Col. Winthrop Withington
    Exec. Off.: Major H. M. Reedall
*9. Cincinnati Ordnance District
    Room 831, The Enquirer Bldg., Cincinnati, Ohio
    Chief: Mr. Edward A. Muller
    Exec. Off.: Lt. Col. Fred A. McMahon
*10. Birmingham Ordnance District
    1908 Comer Bldg., Birmingham, Alabama
    Chief: Col. Theodore Swann
    Exec. Off.: Lt. Col. W. F. Vander Hyden

*--Now in operation

ORDNANCE DISTRICTS

*11. Detroit Ordnance District
1832 Nat'l. Bank Bldg., Detroit, Mich.
Chief: Mr. Alex Dow
Exec. Off.: Lt. Col. Richard Z. Crane
*12. Chicago Ordnance District
Room 222 309 W. Jackson Blvd., Chicago, Ill.
Chief: Mr. Frederick A. Preston
Exec. Off.: Col. Donald Armstrong
*13. St. Louis Ordnance District
935 U. S. Custom and Courthouse, St. Louis, Mo.
Chief: Col. Harry Scullin
Exec. Off.: Major Rendall J. Hogan
*14. Los Angeles Ordnance Region
409 Chamber of Commerce Bldg., Los Angeles, Calif.
Exec. Off.: Lt. Col. A. R. Baird

*15. San Francisco Ordnance District
118 U. S. Federal Off. Bldg., San Francisco, Calif.
Chief: Mr. Samuel Kahn
Exec. Off.: Col. K. B. Harmon

* Now in operation

ORDNANCE ARSENALS, DEPOTS AND PROVING GROUNDS

	Name	Commanding Officer
*16.	Watertown Arsenal Watertown, Mass. Gun Carriages and Forgings	Brig. Gen. R. W. Case
*17.	Springfield Armory Springfield, Mass. Machine Guns and Rifles	Brig. Gen. G. H. Stewart
*18.	Watervliet Arsenal Watervliet, N. Y. Cannon	Brig. Gen. A. G. Gillespie
*19.	Raritan Ordnance Depot Metuchen, N. J. General Supplies Storage, Ammunition Storage and Loading Plant	Lt. Col. John H. Woodberry
*20.	Picatinny Arsenal Dover, N. J. Smokeless Powder, High Explosives, and Loaded Ammunition	Brig. Gen. E. M. Shinkle
*21.	Frankford Arsenal Philadelphia, Pa. Fire Control Instruments, Small Arms Ammunition, and Artillery Ammunition	Brig. Gen. W. P. Boatwright
*22.	Delaware Ordnance Depot Pedricktown, N. J. Ammunition Storage and Loading Plant	Lt. Col. J. E. Brown
*23.	Nansemond Ordnance Depot Portsmouth, Va. Ammunition Storage and Loading Plant	Lt. Col. C. C. Terry
*24.	Curtis Bay Ordnance Depot South Baltimore, Md. Ammunition Storage and Loading Plant	Lt. Col. H. A. Willis

* Now in operation

ORDNANCE ARSENALS, DEPOTS AND PROVING GROUNDS

	Name	Commanding Officer
* 25.	Aberdeen Proving Ground Aberdeen Proving Ground, Md. Proof of Equipment and Ammunition	Brig. Gen. J. B. Rose
* 26.	Charleston Ordnance Depot North Charleston, S. C. Ammunition Storage and Loading Plant	Col. Roger Taylor
* 27.	Augusta Ordnance Depot Augusta, Ga. General Supplies and Storage	Lt. Col. A. H Skinner
* 28.	Erie Proving Ground LaCarne, Ohio General Supplies Storage, Ammunition Storage	Lt. Col. Thomas K. Vincent
* 29.	Savanna Ordnance Depot Savanna, Ill. Ammunition Storage and Loading Plant	Lt. Col. L. P. Crim
* 30.	Rock Island Arsenal Rock Island, Ill. Gun Carriages and Combat Vehicles	Brig. Gen. N. F. Ramsey
* 31.	San Antonio Ordnance Depot San Antonio, Texas General Supplies and Storage	Col. J. G. Booton
* 32.	Ogden Ordnance Depot Ogden, Utah Ammunition and General Supply Storage Loading Plant	Maj. J. W. Proctor
* 33.	Benicia Ordnance Depot Benicia, Calif. General Supplies Storage Ammunition Storage	Col. P. J. R. Kiehl
34.	Ravenna Ordnance Depot Ravenna, Ohio Ammunition Storage, General Supplies Storage	Lt. Col. R. S. Chavin

* Now in operation.

ORDNANCE ARSENALS, DEPOTS AND PROVING GROUNDS

	Name	Commanding Officer
35.	Anniston Ordnance Depot Anniston, Alabama Ammunition and General Supplies Storage	Capt. John W. Quickmire
36.	Jefferson Proving Grounds Madison, Indiana Proof of Equipment and Ammunition	Lt. Col. De R. C. Cabell
37.	Wingate Ordnance Depot Fort Wingate, New Mexico Ammunition Storage	Lt. J. C. Wilson
38.	Umatilla Ordnance Depot Hermiston, Oregon Ammunition Storage	Capt. E. E. Reynolds

* New in operation

MACHINE GUN PLANTS, MACHINE GUN EXPANSION, AND 37 MM. AA. GUN EXPANSION

	Name	Contractor	Commanding Officer
39.	Hartford, Conn. Machine Gun Expansion	The Colts Patent Fire Arms. Mfg. Co. Hartford, Conn.	Hartford Ordnance District
40.	Hartford, Conn. 37 MM. AA. Gun Expansion	The Colts Patent Fire Arms Mfg. Co. Hartford, Conn.	Hartford Ordnance District
41.	Utica, N. Y. Machine Gun Plant	Savage Arms. Corp. Utica, N. Y.	Capt. R. H. Coombs
42.	Syracuse, N. Y. Machine Gun Plant	General Motors Corp. 57th & Broadway New York, New York	Major J. J. Breen
43.	Flint, Michigan Machine Gun Plant	General Motors Corp. 57th & Broadway New York, New York	Major J. J. Breen
44.	Dayton, Ohio Machine Gun Plant	General Motors Corp. 57th & Broadway New York, New York	Major J. J. Breen
45.	Saginaw, Michigan Machine Gun Plant	General Motors Corp. 57th & Broadway New York, New York	Major J. J. Breen

PLANTS PRODUCING TNT & DNT
AND PLANTS PRODUCING TNT & DNT CONSTITUENTS

	Name	Contractor	Commanding Officer
46.	Morgantown Ordnance Works Morgantown, W. Va. Ammonia Plant	E. I. du Pont de Nemours and Co. Wilmington, Dela.	Lt. Col. John Huling, Jr.
47.	Ohio River Ordnance Works West Henderson, Ky. Ammonia Plant	Allied Chemical Co. (Solvay Process Co.) 61 Broadway New York, New York	
48.	Muscle Shoals, Ala. Ammonium Nitrate Plant	TVA Territory (rehabilitation)	
49.	Kankakee Ordnance Works Joliet, Ill. TNT & DNT Plant	E. I. du Pont de Nemours and Co. Wilmington, Dela.	Lt. Col. T. C. Gerber
50.	Weldon Spring Ord. Wks. Weldon Spring, Mo. TNT & DNT Plant	Atlas Powder Co. Wilmington, Dela.	Capt. C. R. Dutton
51.	Baytown Ordnance Works Baytown, Texas Toluol Plant	Humble Oil and Refining Co. Houston, Texas	Col. J. G. Booton
52.	Plum Brook Ordnance Plant Sandusky, Ohio TNT & DNT Plant	Trojan Powder Co. Allentown, Pa.	Capt. J. A. Rodenhauser

SMALL ARMS AMMUNITION PLANTS

		Name	Contractor	Commanding Officer
✓	53.	St. Louis Ordnance Plant St. Louis, Mo. Small Arms Amm. Plt.	Western Cartridge Co. East Alton, Ill.	Capt. D. L. Van Syckle
✓	54.	Denver Ordnance Plant Denver, Colorado Small Arms Amm. Plt.	Remington Arms Co. Bridgeport, Conn.	Lt. Col. Duncan McGregor
✓	55.	Lake City Ord. Plt. Lake City, Mo. Small Arms Amm. Plant	Remington Arms Co. Bridgeport, Conn.	Capt. W. L. Bell

Remington Arms
Bridgeport Conn

Winchester Arms
~~[illegible]~~ New Haven, Conn.

U.S. Cartridge Co
Baltimore

SMOKELESS POWDER PLANTS

	Name	Contractor	Commanding Officer
56.	Radford Ordnance Works Pepper, Virginia Smokeless Powder Plt.	Hercules Powder Co. Wilmington, Dela.	Lt. Col. M. M. Serren
57.	Indiana Ordnance Works Charlestown, Ind. Smokeless Powder Plt.	E. I. du Pont de Nemours and Co.	Lt. Col. R. E. Hardy
58.	Alabama Ordnance Works Childersburg, Ala. Smokeless Powder Plt.	E. I. du Pont de Nemours and Co. Wilmington, Dela.	Lt. Col. James D. McIntyre

SHELL LOADING PLANTS

	Name	Contractor	Commanding Officer
59.	Ravenna Ordnance Plant Ravenna, Ohio Shell Loading Plant	Atlas Powder Co. Wilmington, Dela.	Lt. Col. R. S. Chavin
60.	Kingsbury Ordnance Plant LaPorte, Indiana Shell Loading Plant	Todd & Brown 9 Rockefeller Plaza New York, New York	Maj. W. J. D'Espinosa
61.	Elwood Ordnance Plant Joliet, Ill. Shell Loading Plant	Sanderson & Porter 52 William St. New York, New York	Lt. Col. T. C. Gerber
62.	Iowa Ordnance Plant Burlington, Iowa Shell Loading Plant	Day & Zimmerman Co. Philadelphia, Pa.	Maj. Otto M. Jank
63.	Wolf Creek Ordnance Plant Milan, Tennessee Shell Loading Plant	Proctor & Gamble Cincinnati, Ohio	Capt. J. Horridge

BAG LOADING PLANTS

	Name	Contractor	Commanding Officer
64.	New River Ordnance Plant Pulaski, Virginia Bag Loading Plant	Hercules Powder Co. Wilmington, Dela.	Lt. Col. M. M. Serren
65.	Hoosier Ordnance Plant Charlestown, Ind. Bag Loading Plant	Goodyear Eng. Corp. Akron, Ohio	Lt. Col. R. E. Hardy
66.	Coosa River Ordnance Plant Childersburg, Ala. Bag Loading Plant		Lt. Col. James D. McIntyre

SHELL FORGING AND MACHINING PLANT

	Name	Contractor	Commanding Officer
67.	Gadsden Ordnance Plant Gadsden, Alabama Shell Forging and Machining Plant	Lansdowne Steel & Iron Co. Morton, Pa.	Capt. J. S. Walker

TANK MANUFACTURING PLANT

	Name	Contractor	Commanding Officer
68.	Detroit Ordnance Plant Detroit, Michigan Tank Mfg. Plant	Chrysler Corporation Detroit, Michigan	Lt. Col. H. W. Rehm

155 MM. CANNON PLANT

	Name	Contractor	Commanding Officer
69.	Homestead, Pa. 155 MM. Cannon Plant	Mesta Machine Co. P. O. Box 1466 Pittsburgh, Pa.	Pittsburgh Ord. District

ARMOR PLATE PLANT

	Name	Contractor	Commanding Officer
70.	Philadelphia, Pa. Armor Plate Plant	Henry Disston & Sons, Inc. Philadelphia, Pa.	Philadelphia Ordnance District

41 281

1

February 20, 1941

Major General C. M. Wesson
Chief of Ordnance
Department of Waf
Social Security Building
Washington, D. C.

Dear Sir:

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Savannah Ordnance Department.

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Miss Margaret Kay Anderson, assistant field investigator, (first year with bureau).

We should like very much to discuss women's part in ordnance production and the problems resulting therefrom with any member of your staff you may designate.

Sincerely yours,

MA:[illegible]:[illegible]

Mary Anderson, Director.

Smokeless Powder – ether [illegible] involves [illegible] hazards
Trinitrotoluol (TNT) [illegible] [illegible] susceptible → jaundice anemia.
Fulminate of Mercury · severe dermatitis.
Tetranitroaniline (TNA) "
Tetranitromethylaniline (Tetryl) – Tetryl – dermatitis
Black Powder (most dangerous because of expl quality.

Lead Azide
Nitro Mannite
Cordite nitroglycerin poisoning.
Picric Acid
Penthrite

Workers must know [illegible] hazards of materials they use.

Pressing & cutting dept – ether given off – temp of 75°F
Suction must be done
[illegible] men susceptible

Copy of Feb 20th
letter will come from
Miss Wendt.
July/17, 42

Miss Turner—

If you already have a copy of
the letter of Feb. 20
send one to me; otherwise,
I will make a copy of
it. Keep letter of Feb. 28.

L. W.

ALL COMMUNICATIONS SHOULD BE ACCOMPANIED BY CARBON COPY AND ADDRESSED TO
Major Rogers - Safety Div 2485
GDR/ad

WAR DEPARTMENT
OFFICE OF THE CHIEF OF ORDNANCE
WASHINGTON

TO INSURE PROMPT ATTENTION
IN REPLYING REFER TO
OO No. 230.6
ATTENTION OF 561

February 28, 1941.

Miss Mary Anderson,
Director, Women's Bureau,
U. S. Department of Labor,
Washington, D. C.

Dear Miss Anderson:

Reference is made to your letter of February 20th in which you ask for authorization for visits by personnel from your bureau to the Government arsenals. While there is no objection to visits to the arsenals by personnel from the Women's Bureau, it is not believed that any useful purpose will be served thereby for the following reasons:

a. There are no hazards peculiar to women at any of the arsenals.

b. Health and sanitation at all arsenals are under the supervision of doctors supplied by the Surgeon General, U. S. Army.

Dr. Folger - Hospital Sch. at Depot. Dr. Townsend and Bloomfield Safety

c. In the field of industrial health, the services of the U. S. Public Health Service have been made available to the War Department by the Administrator of the Federal Security Agency. This service has been accepted by the War Department and arrangements are being made for the necessary health hazard surveys at both arsenals and proposed contractor-operated munitions plants.

If there are essential services which can be rendered by the Women's Bureau, U. S. Labor Department, and which cannot be made available by the agencies referred to above, the Ordnance Department will of course be glad to avail itself of those services. It is suggested that more detailed information as to the manufacturing processes and conditions which the Bureau desires to investigate be furnished in order that the problem may be given further consideration.

For the Chief of Ordnance:

Very truly yours,

Branch 3462

HCMinton

H. C. Minton,
Lt. Col., Ord. Dept.,
Executive. Officer

ADDRESS REPLY TO
CHIEF OF THE AIR CORPS
WAR DEPARTMENT
WASHINGTON, D. C.

Def. [illegible]
Gen. Corres. & Misc.

680.2

WAR DEPARTMENT
OFFICE OF THE CHIEF OF THE AIR CORPS
WASHINGTON

(2-E)

February 28, 1941

Miss Mary Anderson, Director,
Women's Bureau,
U. S. Department of Labor,
Washington, D. C.

My dear Miss Anderson:

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These restrictions include the consent of the manufacturer, that conditions in the plant permit the visit without interruption to scheduled production, that nothing of a restricted nature is disclosed or discussed, that the visitors are American citizens, and that any articles or reports prepared on the basis of the visit are submitted to the War Department for review prior to release for publication. In this case, also, contacts within the plant must be confined to those necessary to accomplish the duties specifically assigned by the Department of Labor; namely, occupational analysis as it pertains to woman's place in the defense program.

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For the Chief of the Air Corps:

R C Candee

R. C. Candee,
Colonel, Air Corps,
Chief, Intelligence Division.

Copy

Address reply to
Chief of the Air Corps
War Department
Washington, D. C.

WAR DEPARTMENT
Office of the Chief of the Air Corps
Washington

(2-E)

February 28, 1941

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Women's Bureau
U. S. Department of Labor
Washington, D. C.

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For the Chief of the Air Corps:

(Signed) R. C. Candee,
Colonel, Air Corps,
Chief, Intelligence Division

War Defense

COPY

February 20, 1941

Major General C. M. Wesson
Chief of Ordnance
Department of War
Social Security Building
Washington, D. C.

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Springfield Arsenal
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Raritan Arsenal,
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Sincerely yours,

Mary Anderson, Director.

May 1, 1941

Misc. W.W.
Bul. 172
Folder 13
Defense reprints
Mimeographs: Women avail. for Def. ind.
Spec. Bul. #1: Exper. in British [illegible]
#2 1914-1918

Lt. Col. W. H. Sadler
Chief, Labor Section
Office of the Under Secretary
War Department
Washington, D. C.

Dear Col. Sadler:

I am sending you a selection of bulletins in which I feel you will be interested. I am also sending you six additional copies of the statement on standards for the employment of women at night. Included is a list of the Women's Bureau publications. If you will let me know if there are any in which you are especially interested, I shall be glad to send you copies, as well as additional copies of the material that I have sent you today.

We have made quite a thorough investigation into the airplane factories on what women can do with very little training. We expect to issue a mimeographed report on this in two or three weeks. I shall send you a copy as soon as it is ready.

Sincerely yours,

Mary Anderson, Director

MA:IS

WAR DEPARTMENT
OFFICE OF THE UNDER SECRETARY
WASHINGTON, D. C.

WOMEN'S BUREAU
APR 30 1941
DEPARTMENT OF LABOR

April 28, 1941.

Miss Mary Anderson, Director,
Women's Bureau,
Department of Labor,
Washington, D. C.

Dear Miss Anderson:

In your letter of April 9, 1941, you very kindly inclosed a mimeographed copy of the standards which you have set up for the employment of women at night. It would be helpful to us if you could forward us four or five additional copies of this very comprehensive document.

Send 6 copies

I would also greatly appreciate your sending us two or three copies of each of the various pamphlets and other documents which have been prepared under your auspices during the past few years on the various aspects of women in industry. Such material would be of immense help to us in studying and understanding the many problems in this field.

Sincerely yours,

W. H. Sadler
W. H. SADLER,
Lt. Colonel, U.S.A.,
Chief, Labor Section.

all welfare material
bulletins, reprints

selec. of later bulletins
to be OK'd by MA

April 28, 1941.

Miss Mary Anderson, Director,
Women's Bureau,
Department of Labor,
Washington, D. C.

Dear Miss Anderson:

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Sincerely yours,

W. H. SADLER,
Lt. Colonel, U.S.A.,
Chief, Labor Section.

April 9, 1941

Lt. Colonel W. H. Sadler, Chief
Labor Section, OASW
War Department
Washington, D. C.

My dear Col. Sadler:

I have waited to answer your letter of April 1, because I wanted something concrete to report to you.

I have taken up with the Department of Labor in Harrisburg the question of women's employment at night and have transmitted to them the standards that we have set up for the employment of women at night. For your information I am enclosing these standards.

The attention of the Pennsylvania authorities has been called to the fact that in case exemption is granted, it should not be state-wide but should apply only to those individual firms that prove the need for such employment and only for the duration of the defense contract. I have stressed the importance of thorough investigation before granting exemption, to prevent any unnecessary night employment of women.

I want you to know that we wish to cooperate with you in every way possible concerning the employment of women.

Very sincerely yours,

Mary Anderson, Director

MA:IS

WAR DEPARTMENT
OFFICE OF THE ASSISTANT SECRETARY
WASHINGTON, D. C.

April 1, 1941.

WOMEN'S BUREAU
APR 2 1941
DEPARTMENT OF LABOR

Miss Mary Anderson, Chief
Women's Bureau
Department of Labor

Dear Miss Anderson:

In conformity with the letter of the Under Secretary of War to the Secretary of Labor, dated March 15, 1941, I am referring for your consideration and assistance a matter which affects both the War Department and your Bureau.

It is the understanding of this office that the legislature of the Commonwealth of Pennsylvania is now considering the enactment of a bill which would prohibit the employment of women and minors on the third shift. It is my further understanding that the foregoing bill is expressed in terms of absolute prohibition and contains no provision which would permit the Governor of Pennsylvania or any other official to suspend its operation in cases where such suspension appears important for the accomplishment of the national defense program. The War Department is, of course, in accord with the enactment of any legislation which will prevent the exploitation of women and minors, but at the same time, it believes that any such law should be sufficiently flexible to permit night work for women and minors when essential to the defense program. You are fully aware that it is and will become increasingly necessary to run certain plants on three shifts and that because of labor shortages which are developing and because of the higher skill of women in certain classes of occupations, it will sometimes be essential to utilize women on all shifts. The existence of authority on the part of state officials to meet such special situations is highly desirable.

In view of the foregoing, I would greatly appreciate your taking such steps and making such representations as may be necessary to insure the passage of a flexible bill by the Commonwealth of Pennsylvania. I understand that Section 1319e of the Labor Laws of the state of Connecticut furnishes a precedent for the type of discretionary emergency power which should be reserved to cope with such situations. The form of this particular reservation could undoubtedly be improved, especially through increasing the scope of the discretion which is lodged in the governor. It would be preferable and would more nearly meet the needs of the War Department if the governor had the power to suspend the limitations of the Statute for particular plants as well as merely for "any industries or occupations". The War Department is prepared to take any supplemental steps which you may deem advisable for the accomplishment of the end sought.

May I assure you at this time of our desire to cooperate in every way on all matters relating to the employment of women which are of mutual interest to the War and the Labor Departments. Please feel free to call upon me at any time when I can be of service.

Sincerely yours,

W. H. Sadler

W. H. SADLER
Lt. Colonel, U.S.A.
Chief, Labor Section, OASW

March 29, 1941

Lt. Col. W. H. Sadler
Room 2610
Munitions Building
Washington, D. C.

My dear Col. Sadler:

Enclosed are copies of all material issued to date by the Women's Bureau on the employment of women in the defense program.

Sincerely yours,

Mary Anderson, Director

IS

DEPARTMENT OF LABOR

Lt Col W H Sadler
Room 2610
Munitions Bldg
Rep 6700
Branch 3703

send everything we have on defense - mimeo. or printed - covering letter

No. 203

GPO

WAR DEPARTMENT
OFFICE OF THE ASSISTANT SECRETARY
WASHINGTON, D. C.

March 26, 1941

WOMEN'S BUREAU
MAR 2 8 1941
DEPARTMENT OF LABOR

Miss Mary Anderson,
Director Women's Bureau,
Department of Labor,
Washington, D.C.

Subject: Employment of Women on third shift in Winchester plant.

Dear Miss Anderson:

With further reference to our telephone conversation, I am forwarding, attached hereto, for your information copies of letters which were forwarded to Governor Hurley and to Commissioner Danaher recommending administrative action in the State of Connecticut which will permit the employment of women on a third shift at that important plant.

I have informed Under Secretary Patterson that you find no objection to the submittal of these requests.

Sincerely yours,

W. H. Sadler
W. H. SADLER,
Lt. Colonel, U.S.A.
Chief, Labor Section

2 Inclosures

March 21, 1941.

His Excellency, Robert H. Hurley,
Governor of the State of Connecticut,
Hartford, Connecticut.

My dear Governor:

The urgency of building up the production of small arms ammunition has become of even greater importance than when I wrote you on February 28. The duty imposed on us all by the enactment of the Lease-Land Act makes it essential that no effort be spared to increase production at the Winchester Repeating Arms Company plant. I am therefore taking advantage of the offer contained in your letter to request your cooperation.

This office has had a study made of the labor and equipment requirements of Winchester Repeating Arms Company, to meet its scheduled deliveries of small arms ammunition. This schedule calls for an increase, over present production, of 120% by April 15, and and a further increase of an additional 120% by June 1. Floor space and personnel are available, and inspection equipment is available or in sight for the April 15 increase of 120% but the June 1 further increase will be impossible without operating a third shift, and utilizing the equipment 24 hours a day instead of a two shift, 16 hour day.

The matter has been discussed with Commissioner Danaher and Deputy Commissioner Ready and Commissioner Danaher proposes to check the findings of our representative.

It is requested, in the interest of the defense program, that you exercise your authority as set forth in Section 1319e relative to its being unlawful for women to work between the hours of 10:00 P. M. and 6:00 A. M.

> "In the event of war or other serious emergency the governor may suspend the limitation upon evening or night work contained in this section as to any industries or occupations as he may find such emergency demands,"

and permit the Winchester Repeating Arms Company to operate a third shift with women for this particular work.

It will be possible for Winchester to take care of the increase of 120% scheduled by April 15 with the present two shifts by utilizing further available floor space, additional female personnel and additional inspection equipment expected to be available by that date. For the second 120% increase in production scheduled between April 15 and June 1 there is no floor space available nor is it certain that it will be possible to secure inspection equipment, due to the acute shortage of tool makers.

The reason it is desired to use women and not men on this work is that such work is peculiarly a woman's job, due to her manual dexterity. Further, the type of men competent to be trained for inspection work are sorely needed in plant production and should not be utilized on a woman's job.

In order that the additional personnel may be trained to meet the June 1 schedule, it is requested that permission to inaugurate this third shift for women be granted April 15, at which time full capacity of the two shift program will be utilized.

I am, with assurances of my respect,

Sincerely yours,

Robert P. Patterson,
Under Secretary of War.

March 21, 1941.

Mr. Cornelius J. Danaher,
Commissioner of Labor,
State of Connecticut,
Hartford, Connecticut.

My dear Commissioner:

This confirms the conference in your office of March 19, 1941, with Mr. William E. Curley, Expert Consultant to the Secretary of War. It is the understanding of this office that following a request from the Winchester Repeating Arms Company of New Haven, and a request from this office, you will make an investigation of labor, floor space and gaging and inspection equipment required to meet the production schedules of Winchester for small arms ammunition for the defense program. This investigation will be made with a view of informing the Governor of the situation so he may act on the request being made by the War Department that, for this particular production of the Winchester Repeating Arms Company, the limitations on night work for women, as set forth in Section 1319e of the Labor Laws of the State of Connecticut, be suspended and a night shift for women on this highly critical materiel be authorized.

Specifically, Winchester Repeating Arms Company expects, by doubling its present two shift female personnel, to be able to meet its proposed increase from the present production of 5 million rounds per week, to 11 million rounds per week, by the scheduled date of April 15. Floor space required for the additional 600 female inspectors for each shift will be available.

For the second step up of scheduled production, from the April 15 eleven million to the June 1 seventeen million rounds per week, there is neither floor space available, nor is there assurance that inspection equipment can be secured.

It requires the highest grade of tool making skill to build this equipment, and under the present acute shortage of such skill, it is highly desirable that equipment of this nature be kept in use, not 16 hours, but 24 hours a day, and the extremely scarce machine tool labor be made available for other pressing needs in the defense program.

This inspection work is peculiarly a woman's job rather than a man's, due to the superior deftness and dexterity of a woman's hands. Further, the type of men competent to be trained for inspection work are sorely needed in plant production and should not be utilized on a woman's job.

This office is requesting the Governor that he suspend this law against work between 10:00 P. M. and 6:00 A. M. for women, in the case of this ammunition assembly and inspection at Winchester. This to become effective as of April 15, to permit Winchester, during the following six weeks, to build and train a night shift by June 1, to take care of the 17 million rounds per week scheduled production of that date.

Very truly yours,

Robert P. Patterson,
Under Secretary of War.

February 28, 1941

MEMORANDUM
By: Miss Anderson
Re: Telephone call of Mr. Rhetts, Solicitor's Office, Labor Department

Mr. Rhetts said that Judge Patterson of the War Department said that they have a number of small arms and munitions factories which, pending the expansion of their facilities, want to use three shifts. They employ women as inspectors and gaugers, for which activities they are especially good, much better than men, practically indispensable for the work. In connection with their proposed use of three shifts they run into a problem under the Connecticut State laws in respect to the employment of women on the third shift. It is just the hours in which the third shift comes. Judge Patterson wants to take it up with the Governor in Connecticut, but before doing so he wanted to check to make sure that he was not going to br flying in the face of some policy of the Federal Government.

(Miss Anderson) I cautioned them against making this a permanent policy. Mr. Rhetts said that it should not be a permanent policy, as it would be only for the duration of the time it would take them to expand their facilities, which are now being built. I told him, too, that I didn't think that the Governor had any right to suspend any labor law, nor had the Commissioner of Labor such power, that probably/if such permission could be given it would have to be through legislative action, giving permission to theCommissioner of Labor to suspend that law for a period. At this time, during the stress of production, I said I thought it was quite dangerous to open up legislation and give that authority because there would be great pressure and if any labor legislation was opened up they were likely to give more authority than was necessary in regard to other labor legislation.

If such a thing would be done, I felt it would have to be understood that it should be only for the duration of the time necessary to expand facilities and the time should be specified, and under no circumstances should legislation be opened up for granting of authority to anyone to suspend the legislation.

March 7, 1941

To: The Secretary

From: Mary Anderson

The Assistant Secretary of War, Mr. Patterson, called the Solicitor's Office in regard to whether or not the Department of Labor had any objection to the employment of women on a night shift in Connecticut, as he wanted to get in touch with the Governor in an effort to suspend the night-work law for women for a certain period, so that they could work three shifts until certain small arms manufacturers had time to expand their facilities.

Having had experience in the last war with similar requests, I immediately sent Miss Erickson to Connecticut to advise Mr. Mooney of what was contemplated and to go to some of the employers and discuss the question with them.

We found that the Department of Labor had given an extension of an hour to the night-work law so that the women could work two shifts, and we found that Remington Arms was the only company up there that had asked for suspension of the night work law, in order to work four 6-hour shifts. They freely admitted that they wanted to get away from paying overtime but they had found that the training and supervision would be quite costly and perhaps it was better to pay overtime, inasmuch as the request had not been acted upon very promptly.

Enclosed is a memorandum of the interviews with certain employers.

MA:IS

WOMEN'S BUREAU
U. S. DEPARTMENT OF LABOR
Washington

DEFENSE INTERVIEWS

March 3, and March 4, 1941

Subject: Suspension of the Connecticut Night-Work Law for Women in defense industries.

The following firms were consulted by the Women's Bureau as to their third shift operations and the employment of men on operations performed by women on the first and second shifts and their expanding needs for women:

	Interviewed:
Remington Arms and Ammunition -	(Mr. George Hildreth, Personnel (Mr. Allen Green, Works Manager (Mr. Carpenter, Production Engineer
Winchester Arms -	Mr. A. Snyder, Personnel
Colt's Patent Fire Arms -	Mr. Phelps, Vice President
United Aircraft -	Mr. Henry Smith, Director of Training
Hartford Machine Screw Company -	Mr. Beebe, Personnel Director

All of the above firms have been given permission to employ women until eleven o'clock at night.

Remington Arms and Ammunition Co. - Bridgeport, Connecticut

This company has approximately 1800 (1791) women employed on the two first shifts. Women are employed as inspectors, packers, drawing machine operators, feeders of heading machines, cut off machine operators and on plate loading operations. The second shift ends at 11 p.m.

On the third shift - 11 p.m. to 7 a.m. - boys from 18 to 21 years old do inspecting and work on machine operations which are carried on by women in the other shifts. The personnel office did not have exact numbers of employees on these jobs but estimated about 300. The personnel chief and works manager commented that it was becoming increasingly difficult to get satisfactory boys as few are unemployed, many are taking defense training courses, and that better selection for good workers is possible from the unemployed women than the unemployed boys.

A short time ago the production management division of the company consulted with the Ordnance Department in Washington as to the speeding up of production and the possibility of four six hour shifts with extended use of women if the Connecticut Night-Work Law could be suspended for the defense emergency period was considered.

After a consideration of the problems of management and personnel which this would create the idea was given up. The lack of trained supervisors to direct the work of four shifts; the problems and expense of training a considerable number of new workers; the rapidly decreasing supply of good unemployed workers; and the dissatisfaction which would be registered by present workers if their weekly hours were shortened to 36 after having had a 48 hour week with overtime payments for hours over 40 would create so many new problems that it was not felt that production would be materially increased and it was decided to continue the present system of three eight hour shifts with a prevailing employee week of 48 hours.

As a firm policy do not approve of third shift work for either men or women and have resorted to it only as far as necessary for military work. Unless unforeseen demands are made on the plant, the company will continue on present basis with the third shift working on military orders which cannot be produced in sufficient quantities on the first two shifts. As long as it is possible to fill inspection and light machine jobs on the third shift with boys under 21 will not ask for any suspension of the night-work law for women to allow their employment on a third shift.

Colt's Patent Firearms - Hartford, Connecticut

Mr. Phelps, Vice President, stated that about 50 women are used on inspection work and about 90 in the electrical parts division, on second shift. The extension of one hour from 10 to 11 is all the time needed by them. The firm does not believe in night work for women and would be loathe to put them on the third shift. Have been able to have all the operations on which women are employed covered in the first two shifts. Have about same number of women as October 1940 - 300 to 350.

Winchester Repeating Arms - New Haven, Connecticut

Number of women employed have about doubled since last fall, men more than doubled. If law permitted would use several hundred more women on inspecting and gauging. At the present time have only a limited number of men - less than 25 - on work performed by women in the two other shifts but expect to have at least 200 men on bullet inspection which could be done by women. Have a one-hour extension but would work women on third shift if allowed. At present have about 2,500 women employed - same jobs as at time of fall visit.

United Aircraft Company - Hartford, Connecticut

Have a one-hour extension to 11 o'clock and this enables two shifts of women to be employed for inspection. Number of women has doubled since last fall and now have over 400. Have not considered employing women on third shift. Have been able to adjust women's work to the two shifts so far and did not feel any need for third shift of women.

Hartford Machine Screw Company - Hartford, Connecticut

Have 400 women and 876 men employed. Women are employed on two shifts as inspectors - gauge and visual - and are working on small drill presses, milling machines and punch presses. Do not anticipate any third shift work for women and very little for men. Believe in the Connecticut night-work law for women, and expect to restrict women to the permitted hours.

a copy [illegible]

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

April 1, 1941

MEMORANDUM
TO: Secretary Perkins
FROM: Mary Anderson
RE: Night work for women on defense production

I. STAND OF THE WOMEN'S BUREAU

Experience has shown that night work is less efficient and less healthful than day work, and that it is more undesirable for women than for men. However, under present conditions employment of women at night may be permitted where circumstances seem to justify it and if every effort is made to minimize its evils.

The situation in regard to night work is modified by the improved hour standards that have been put into effect in recent years. Formerly, women night workers in many instances were employed 10 or 12 hours a night and 55 or 60 hours a week. Now in most States the maximum hour law for women requires considerably shorter hours, many limiting their employment to 8 hours a day and 48 hours or less a week. Moreover, the 8-hour shift has become established rather generally by custom so that when work is done at night the hours are not likely to exceed 8 a night and 40 or 48 a week.

The present crisis, caused by the defense program and aid to the other democracies, is so acute as to necessitate maximum production. Many plants must use two shifts or three shifts to speed up defense orders. Where large numbers of women are employed production will be retarded if women are not permitted to work on the second shift, which often lasts until 11 p.m., and on the third shift from 11 p.m. on.

Further, the situation in regard to night work has assumed a somewhat different aspect because of the acute unemployment problems caused by the depression. Many unemployed women who are now in need of work and have been trying for months or even years to get jobs would prefer employment at night to none at all. In view of their great need to earn a livelihood and in many cases to support dependents and in view of the improved labor standards, the Women's Bureau recognizes that employment of women at night under proper safeguards in defense industries may be a justifiable emergency measure.

II. STANDARDS AND POLICIES RECOMMENDED BY THE WOMEN'S BUREAU FOR WOMEN ON NIGHT WORK

Whenever individual plants with defense contracts claim that night work by women is essential to speed up production and the War Department is so notified, and in turn notifies the Women's Bureau, the latter will immediately analyse each situation, especially where there might be a relaxing in State legislation pertaining to such employment, to make sure that no other motive than the defense situation is responsible and to prevent any unnecessary night employment of women.

Where permission to do night work is granted this should not be State-wide but should apply only to those individual firms that prove the need for such employment and only for duration of the defense contract. The State department of labor and all other forces concerned with allowing night work by women should do everything possible to offset or minimize its harmful effects.

Special attention should be given to age, by refusing to employ on night work girls of less than 21 years.

Special effort should be made by all forces concerned to insure for women on night work the standards of employment recommended by the Women's Bureau in its Special Bul. No.1, "Effective Industrial Use of Women in the Defense Program".

Ample supervision should be given by plant management to guarantee to women on night work the following working conditions:

Hours of work not to exceed 8 a night.

One night of rest in seven

A half-hour meal period with opportunity for a hot nourishing meal.

Best possible lighting and ventilation arrangements in accordance with latest scientific developments.

Special effort to prevent, wherever feasible, either constant standing or constant sitting, by providing seats adjusted to the worker and the work.

Increased safety precautions, as night work is more conducive than day work to accidents.

Adequate first-aid facilities and medical department.

Supervision of work as adequate as on the day shift.

Adequate and conveniently located washing, drinking, and toilet facilities.

Adequately equipped and staffed lunch room, dressing room, and rest room.

Even more careful supervision than on the day shift of women workers, from the viewpoint of personnel policies, by a competent employment executive, preferably a well-qualified woman.

The management in plants where women are employed at night should request transportation companies in the locality to guarantee adequate transportation facilities for the women in regard to going to and coming from work, particularly in connection with times for change of shifts. A survey should be made by the plant management to find out where workers are living. Transportation facilities should be adequate so as to prevent women from being subjected to inconvenience, such as loss of time from waiting for conveyances or walking considerable distances.

DEPARTMENT OF LABOR 5/3/41

Miss A. asked me to give 2 copies of the attached to Miss Erickson. She (Miss E.) is sending them to:

Mr. Chas. Mattoon, Service Mgr.
Curtis Airplane

Mr. Chas. McCarthy
United Aircraft.

Miss A. said she thought it should be (or already was) mimeographed.

L. W.

No. 204

GPO

WAR DEPARTMENT - JAN. 1942

WAR DEPARTMENT
OFFICE OF THE UNDER SECRETARY
WASHINGTON, D. C.

January 30, 1942

WOMEN'S BUREAU
FEB 2 1942
DEPARTMENT OF LABOR

Miss Mary Anderson,
United States Department of Labor,
Women's Bureau,
Washington, D.C.

Dear Miss Anderson:

I am returning herewith correspondence from the State Legislative Representative of Virginia with respect to an alleged improper practice of collections for gifts among the employees being practiced at the New River Ordnance Plant at Wysor, Virginia, and copies of the report submitted on this question by the Commanding Officer of this plant.

It is hoped that the information provided therein will enable you to satisfactorily close the case.

Sincerely yours,

Joseph F. Battley
JOSEPH F. BATTLEY
Lt. Colonel, CWS
Chief, Liaison Division

Enclosures

January 30, 1942

Miss Mary Anderson,
United States Department of Labor,
Women's Bureau,
Washington, D.C.

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It is hoped that the information provided therein will enable you to satisfactorily close the case.

Sincerely yours,

JOSEPH F. BATTLEY
Lt. Colonel, CWS
Chief, Liaison Division

Enclosures

C
O
P
Y

1st Ind.

War Dept., Planning Branch, O.U.S.W., Washington, D.C., December 23, 1941.
TO: Chief of Ordnance: Attention - Lt. Goulard

1. Forwarded for appropriate action.

/s/ JOSEPH F. BATTLEY
Lt. Colonel, CWS
Chief, Labor Section

Encl.

2nd Ind. Goulard/rds

War Dept., Office Chief of Ordnance, Washington, D.C., December 29, 1941.
TO: Commanding Officer, New River Ordnance Plant, Pulaski, Virginia.

1. Forwarded for investigation and information upon which to base reply.

By order of the Chief of Ordnance:

/s/ Major Ellwood [illegible] Sargent, Asst.
for DONALD R. HYDE
Lt. Col., Ord. Dept.,
Ind. Serv., Production.

O.O. 230.74/3811
NROP 005/

3rd Ind.

OFFICE OF THE COMMANDING OFFICER, New River Ordnance Plant, Pulaski, Virginia, January 15, 1942. To: Office of the Chief of Ordnance, Washington, D.C.

1. Information contained in basic letter has been thoroughly investigated as to correctness of details and general information contained therein.

2. It is understood that collection was taken up for the purchase of flowers for one of the deceased workers but due to the changing shifts and labor turn-over it was difficult to find detailed information as to the quantity of money contributed by each employee.

3. Regarding the soliciting of money for the purpose of buying Christmas presents for the superior employers, it was found that six or seven of the salaried employees were asked to contribute in the amount up to one dollar each, if they wished to do so. Further information obtained was that about twenty of the hourly rate girls were asked to contribute for the purchase of presents up to the sum of one dollar, or whatever they felt like contributing.

No information obtained indicated that any employee was told that they had to contribute money for this purpose. It is not believed that this is an uncommon practice among Industrial organizations in which these people were formerly employed. It seems that it is common practice for the girls in this vicinity who work in Cotton Mills and Hosiery Mills to buy their superiors small presents at Christmas time. Under the terms of Hercules Contract W-ORD 492, the Contractor is recognized as an independent contractor, and as such, the relationship between the employer and the employee is a liberal policy, permitting liberal allowances to employees regarding recreation, vacation allowances, bonuses and such. The War Department regulations are applied primarily to the safety of the employees, and the efficiency and conduct of the employees on the plant during their hours of work. The practices referred to here above are contrary to the rules and regulations of Government-owned and operated plants; but it is believed that the spirit of the Hercules organization is conducted at New River Ordnance Plant on a uniform welfare recreation plan, established throughout our country.

4. So far as the solicitation for Red Cross is concerned, it is believed that this is a worthy cause and that any individual is correct in stating that one dollar a year should be given to the Red Cross and all effort should be made to obtain a 100% enrollment. If any individual felt that he would be discharged or laid off for not contributing to this worthy cause it was an erroneous feeling of their own. No such attitude was taken by the contractor at this plant in spite of the efforts made to receive contributions from each individual. It is not believed that the above practice caused a hardship on any employee or that any injustice was done to the employee which is not common to all Industrial plants and organizations.

5. Since this is a Government-owned, Contractor-operated plant, the contractor will be notified to discourage soliciting for money for causes which might be considered unworthy.

For the Commanding Officer:

/s/ EMIL F. WERLY
Captain, Ordnance Department
Assistant

O.O. 230.74/3811 4th Ind. Goulard/ah

War Dept., Office Chief of Ordnance, Washington, D.C., January 22, 1942.
TO: War Department Planning Branch, OUSW, Attention: Lt. Col. Battley.

1. Subject matter of basic communication has been investigated and reported in 3rd Indorsement.

2. Forwarded for such reply as his office deems advisable.

For the Chief of Ordnance:

E. M. Goulard
1st Lt., Ord. Dept.
Industrial Serv., Prod.

U.S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

Respectfully referred to

Lt. Col. Joseph F. Battley
Chief, Labor Section
Office of the Under Secretary
War Department
Washington, D. C.

The writer has been informed of this reference.

Mary Anderson

(1682) Director.

C. C. CULPEPPER, CHAIRMAN
502 MARYLAND AVE.,
PORTSMOUTH, VA.

G. C. GREAVER, VICE-CHAIRMAN
812 E. HIGH ST.,
CHARLOTTESVILLE, VA.

D. H. NIPE,
435 MARYLAND AVE., N. E.,
WASHINGTON, D. C.

L. G. EMMERT,
310 WISE STREET
APPALACHIA, VA.

W. L. LINKOUS
STATE LEGISLATIVE REPRESENTATIVE
RADFORD, VA.

VIRGINIA STATE LEGISLATIVE COMMITTEE
ORDER OF RAILWAY CONDUCTORS

W. J. COX, SEC'Y. AND TREAS.
201 GUY AVE., CREWE, VA.

S. L. GOODMAN, ALTERNATE
LEGISLATIVE REPRESENTATIVE
8 N. LINDEN ST., RICHMOND, VA.

J. E. LANE,
506 LINDEN ST.,
SO. ROANOKE, VA.

R. M. TUCKER,
CLIFTON FORGE, VA.

17

Radford, Va. December 8th 1941.

RECEIVED
OFFICE OF SECRETARY OF LABOR
DEC 10 1941
AM PM
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O.O WAR DEPT
DEC 30 1941

230.74 3811

Miss Frances Perkins,
Sec'y Labor, Washington, D. C.

Dear Madam:

I wish to bring to your attention a practice existing at the New River Ordnance Plant, Wysor, Va., located near Dublin, Va.

Bag Loading
Hercules
Col Booth

I am advised, and I have every reason to believe the information to be correct, that certain employees of the Bag Loading department have been soliciting money from the women workers of Line "B" for the purpose of buying christmas presents for their superior officers.

A man by the name of Mr. Chase appears to be in full charge over Crew "B" if not the entire force. A Mr. Kunkel, is next in charge, a Mr. Ratcliff next, followed by certain floor walkers, one among who is a Miss Woolard, followed by a Mrs. Hazel Catron, all of the above being in a supervisory capacity.

According to the information furnished me, on Tuesday December 2nd one of the other women, other than named above, solicited donations from the subordinates for ~~flowers~~ money to be used for the purchase of flowers for one of the deceased workers, the donations consisting of from 10 to 25¢ per employee, not-withstanding there are about 150 employees in crew "B". This was not so bad but appears an excessive amount for flowers.

The Mrs. Hazel Catron above referred to approached each of the subordinate employees soliciting money for the purpose of buying their superior christmas presents with the remark "How much money do you want to give to buy christmas presents for Mr. Dugan, Mr. Ratcliffe, Miss Woolard and the floor walkers. She was told by one of the employees she would give 25 ¢ which was accepted at the time, but later the 25¢ was returned by Miss Catron with the statement they wanted $1.00 Miss Catron was informed by the subordinate she did not have $1. but that if every body else gave a $1. each, she would too, that she would have the money next day 3rd. The 3rd and 4th passed without further mention but on the 5th one of the Lady Workers, a Miss Beulah Harris, approached the Party and asked if she was going to give the $1. on the presents, and if so she wanted the money, whereupon the subordinate gave her the $1.

It is generally understood that each and all of the subordinates contributed $1.00 each for christmas presents for their superiors.

Later in the day, on the 5th, following the other solicitations a Lady who is Time Keeper and called Miss Glady's _______, approached the subordinate employees asking each of them if they were going to give a dollar to the Red Cross with the statement you all got to join, we want a 100 % in this plant.

The employees did not complain so much about the donations for flowers for the deceased worker, although they thought it too much money to be given by women working at the rate of pay which they receive, to such cause.

Some of them had already joined the red cross xxdx but were afraid of being discharged or laid off unduly unless they donated their money as asked for. The same applied to the donations for the christmas presents, infact as I understand it but very few of them had sufficient money to donate for presents for their superiors without stint to themselves, but rather than run the risk of losing their positions they donated without question.

For your further information, I am advised that the week ending Nov 20th the women subordinates were worked three dayes at rates ranging from 40 to 60 cts per hour. The week ending Nov 27th these same employees were worked four days, and the week ending Dec 5th they worked five days.

At least 90% of these subordinates have to pay transportation between their homes, or boarding houses to the plant, a great number of which pay $30. per Month board, infact some of them either live or board in Roanoke and pay $1.20 per day (round trip) for transportation.

I think such practices not only work a hardship on these employees, but an injustice and that such a practice should be stopped,

#3

infact it is indicative of a certain amount of graft which I have heard indirectly existed in the Powder Factory at Pepper when it was being built.

I am asking that you treat this information strictly confidential in your handling of the affair, insofar as any of the superiors might learn of the source from which you received this information as it would possibly result in some of these women workers being mistreated in some form or another.

08

Yours truly,

W. L. Linkous

State Legislative Representative.

Cy Mr. Thos B. Morton,
Commissioner of Labor,
Richmond, Virginia.

U.S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

Respectfully referred to

Capt. Geo. L. Webber
Labor Section
War Department
Room 6179 New War Dept. Bldg.

The writer has been informed of this reference.

Mary Anderson,
(1682) Director.

Refer
War Dept

COPY

17 North Blue Street
Lead, South Dakota
30 January 1942

National Labor Relations Board

Washington, D. C.

Dear Sirs:

I a m not certain that this suggestion belongs to your board. I am certain that if the complaint came from a large group of workers involving the CIO or the AFL that your department would have something to say about it.

The situation is this: (and if true in this instance I suspect true in other instances)

When the civilian population began taking over some of the army jobs, that more men could be in the fighting forces, the plan did not give sufficient attention to the fact that some of the jobs taken over by females were jobs that had been vacated by males. Specifically this: The girls working at Fort Meade, (Sturgis), South Dakota are expected to work all day without going to the toilet. There are no toilet provisions for them at the Fort, yet they are employed there.

This situation is not conducive to efficiency or health.

Thanking you for seeing that this complaint gets to the proper place,

Sincerely,

(Signed) Vernon K. Brooks

Pastor,
First Baptist Church
Lead, South Dakota

P. S, The Fort is far enough from filling stations, hotels, etc. that the problem is real to the girls.

War

ALL COMMUNICATIONS SHOULD BE ACCOMPANIED BY CARBON COPY AND ADDRESSED TO

WAR DEPARTMENT
PHILADELPHIA ORDNANCE DISTRICT
ROOM 1300, MITTEN BUILDING
BROAD AND LOCUST STREETS
PHILADELPHIA, PA.

IN REPLY REFER TO

________ NO.__________

JFC/rwh

WOMEN'S BUREAU
JAN 27 1942
DEPARTMENT OF LABOR

January 26, 1942.

Women's Bureau,
U. S. Department of Labor,
Washington, D. C.

Gentlemen:

It is requested that twelve copies of your Special Bulletin No. 3, "Safety Clothing for Women in Industry," be furnished this office at the earliest practicable date.

Very truly yours,

J. F. CARSON,
1st Lt., Ord. Dept.,
Assistant.

1/30/42

Defense
War Dept.

January 16, 1942

Bureau of Ordnance
War Department
Washington, D. C.

Attention: Lt. Fretz

Dear Sir:

I want to call your attention to the fact that New York State Department of Labor has now agreed to permit the employment of women at night when there is necessity. This means that many of its instrument plants that were opposed to employing women when they could do so on one shift only will now be free to put them on three shifts should there be need.

Advise us if we may be of any further help.

Sincerely,

Bertha M. Nienburg,
Assistant Director

BMN:LW

80: [illegible]
War

WAR DEPARTMENT
OFFICE OF THE UNDER SECRETARY
WASHINGTON, D. C.

WOMEN'S BUREAU

January 15, 1942

Miss Mary Anderson,
Director Women's Bureau,
Department of Labor,
Washington, D. C.

Dear Miss Anderson:

Thanks very much for the additional copies of "Application of State Hour Laws to the Employment of Women on Defense Projects" and for the copies of opinions from the office of the Attorney General concerning the employment of women.

Very truly yours,

Joseph F Battley
JOSPEH F. BATTLEY,
Lt. Colonel, C. W. S.,
Chief, Liaison Division.

[illegible]

January 8, 1942.

Colonel ~~Major~~ Joseph Battley, C. W. S.,
Contributory Division,
War Department,
Washington, D. C.

Attention: Captain George Webber.

My dear Major Battley:

In reply to your request which you made in my office a few days ago, I am sending three copies of "Application of State Hour Laws to the Employment of Women on Defence Projects." I am also enclosing a summary of State laws governing the employment of women and of the exceptions that are permitted either by law or by administrative order.

Sincerely yours,

Mary Anderson, Director.

U.S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

Respectfully referred to

Capt. Geo. Weber
Labor Section
War Department
Rm. 6179 NewWAr Dept. Bldg.
Washington, D. C.

The writer has ~~been~~ **NOT** been informed of this reference.

Mary Anderson,

(1682) Director.

COPY

Defense –
War

STATE OF NEW JERSEY
DEPARTMENT OF LABOR

John J. Toohey, Jr.,
Commissioner of Labor

C. George Krueger,
Deputy Commissioner

Trenton, N.J.
January 12, 1942

Mr. Herbert Moore,
U.S. Employment Office,
New Brunswick, N.J.

Dear Mr. Moore:

Miss Mary McGowan, Director of Bureau for Women and Children, has advised me of your telephone inquiry concerning employment of women in the Raritan Arsenal, Nixon, New Jersey, for seven days a week, ten hours a day.

On Government operated projects, the jurisdiction of the various States cease. Our only recourse is to report this matter to the Federal authorities in Washington.

It would appear that there should be some relation between the laws of employment of females at Federal operated plants to conform as far as possible with existing State Laws. However, this matter is purely one of cooperation and not one of enforcement.

Thanking you for your kind interest, we are

Very truly yours,

DEPUTY COMMISSIONER OF LABOR

Bureau of
General Inspection

CGK:MB

cc Miss Mary Anderson
Women's Bureau, U.S.Department of Labor

STATE OF NEW JERSEY
DEPARTMENT OF LABOR

JOHN J. TOOHEY, JR.,
COMMISSIONER OF LABOR

C. GEORGE KRUEGER,
DEPUTY COMMISSIONER

Trenton, N. J.
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U. S. Employment Office
New Brunswick, New Jersey

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DEPUTY COMMISSIONER OF LABOR

Bureau of
General Inspection
CGK:MB

c.c. Miss Mary Anderson
Women's Bureau, U. S. Department of Labor

Women's Bureau
U. S. Department of Labor
Washington

The War Department announced the selection of Flora, Miss., and Choteau, Okla., for the locations of two new ordnance plants costing $14,500,000 and $51,000,000, respectively. The Department said the Flora plant, to be called the Mississippi Ordnance Plant, will manufacture fabricated bags and fill them with smokeless powder, and will employ 1,900 persons per day -- a large protion of them female. The plant at Choteau, to be called the Oklahoma Ordnance Works, will manufacture smokeless powder, and will employ 5,000 persons a day when completed.

MA:LW

[illegible]

COPY

Copy filed:
Oc: Navy

Copy sent
E.E.
M.R.A.

Serial No. 9416

NAVY DEPARTMENT
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
Washington

January 3, 1942

My dear Miss Anderson:

Reference is made to your letter No. AER-3-KHM, A2-14 (3), EL, QM (1127), 008432, dated December 18, 1941, addressed to Rear Admiral John H. Towers, Bureau of Aeronautics and referred to this office for reply.

Subject to the usual restrictions regarding U. S. Government work and material and provided it is entirely agreeable to the Companies concerned, the Navy Department will interpose no objection to the visits as requested in enclosure (a) to the letter referenced above, for one or two days, sometime in the near future, at each Company, for the purpose of conveying to them personally the experience of other employers in the use of women both in this country and in England.

The Companies specified in enclosure (a) and the Naval Inspectors concerned have been informed of the Navy Department's action upon your request.

It is suggested that the representatives of the Department of Labor be supplied with credentials for identification purposes.

Sincerely yours,

(Signed) E. S. Earnhardt,
Lt. Commander, U.S. Navy.

Miss Mary Anderson, Director
U.S. Department of Labor
Women's Bureau
Washington, D. C.

Enclosure

List of Aircraft Plants to be Visited by Agents Named

Ethel Erickson, Chief, Field Investigator

Douglas Aircraft Company, Inc., Santa Monica, Calif.
Lockheed Aircraft Corp., Burbank, Calif.
North American Aviation, Inc., Inglewood, Calif.
Northrup Aircraft, Inc., Hawthorne, Calif.
Vultee Aircraft, Inc., Los Angeles, Calif.
Consolidated Aircraft Corp., San Diego, Calif.
Ryan Aeronautical Co., San Diego, Calif.

Margaret Kay Anderson, Field Investigator

Spartan Aircraft Co., Tulsa, Oklahoma
Douglas Aircraft Co., Inc., Tulsa, Oklahoma
North American Aviation, Inc., Dallas, Texas
Consolidated Aircraft Corp., Fort Worth, Texas
Ford Motor Co., Fort Worth, Texas
Vultee Aircraft Inc., Nashville, Tenn.
General Motors Corp., Memphis, Tenn.
Curtiss Wright Corp., St. Louis, Missouri
Curtiss Wright Corp., Columbus, Ohio
Goodyear Aircraft Corp., Akron, Ohio
St. Louis Aircraft Corp., St. Louis, Mo.

Ethel Erickson and/or Margaret Kay Anderson

Bell Aircraft Corporation, Buffalo, N.Y.
Bellnca Aircraft Corporation, New Castle, Delaware
Boeing Aircraft Co., Seattle, Washington
Brewster Aeronautical Corp., Long Island City, N.Y.
Curtiss Wright Corporation, Buffalo, N.Y.
Glenn L. Martin Company, Baltimore, Md.
Piper Aircraft Corporation, Lock Haven, Pa.
Republic Aviation Corporation, Farmingdale, L.I., N.Y.
Vought-Sikorsky Aircraft Division
  of United Aircraft Corp., Stratford, Conn.

E/(a) to serial no. 9416

COPY

Serial No. 9416

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OFFICE OF THE CHIEF OF NAVAL OPERATIONS
Washington

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Lt. Commander, U.S. Navy.

Miss Mary Anderson, Director
U.S. Department of Labor
Women's Bureau
Washington, D. C.

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Ethel Erickson, Chief, Field Investigator

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Lockheed Aircraft Corp., Burbank, Calif.
North American Aviation, Inc., Inglewood, Calif.
Northrup Aircraft, Inc., Hawthorne, Calif.
Vultee Aircraft, Inc., Los Angeles, Calif.
Consolidated Aircraft Corp., San Diego, Calif.
Ryan Aeronautical Co., San Diego, Calif.

Margaret Kay Anderson, Field Investigator

Spartan Aircraft Co., Tulsa, Oklahoma
Douglas Aircraft Co., Inc., Tulsa, Oklahoma
North American Aviation, Inc., Dallas, Texas
Consolidated Aircraft Corp., Fort Worth, Texas
Ford Motor Co., Fort Worth, Texas
Vultee Aircraft Inc., Nashville, Tenn.
General Motors Corp., Memphis, Tenn.
Curtiss Wright Corp., St. Louis, Missouri
Curtiss Wright Corp., Columbus, Ohio
Goodyear Aircraft Corp., Akron, Ohio
St. Louis Aircraft Corp., St. Louis, Mo.

Ethel Erickson and/or Margaret Kay Anderson

Bell Aircraft Corporation, Buffalo, N.Y.
Bellanca Aircraft Corporation, New Castle, Delaware
Boeing Aircraft Co., Seattle, Washington
Brewster Aeronautical Corp., Long Island City, N.Y.
Curtiss Wright Corporation, Buffalo, N.Y.
Glenn L. Martin Company, Baltimore, Md.
Piper Aircraft Corporation, Lock Haven, Pa.
Republic Aviation Corporation, Farmingdale, L.I., N.Y.
Vought-Sikorsky Aircraft Division
  of United Aircraft Corp., Stratford, Conn.

E/(a) to serial no. 9416

~~[illegible]~~ (Files

80el
War

WAR DEPARTMENT
BUREAU OF PUBLIC RELATIONS
WASHINGTON

January 7, 1942

Dear Sir:

The War Department is anxious to make available to the Labor Press of the United States any information in its possession which relates to labor's pressing and important problem of how to assist the national war effort.

With this in mind, there shortly will appear a regular news service, with photos, maps, etc., showing how American industry and labor are helping to produce the material with which we shall win this war. This service has been planned and will work in close cooperation with the Labor Division of the Office of Production Management.

In this connection, you can assist the War Department in three ways:

1. By writing us for any information you would like to have in preparing articles, editorials or features on the war as it affects your union.

2. By suggesting stories, pictures, etc., which we can prepare for you or for distribution to the Labor Press.

3. By placing us on your mailing list so that we shall be informed of contributions which labor unions are making to national defense, and so that we shall be able to route you articles from time to time, concerning accomplishments which labor is making in your trade or industry.

Note: Please address us:
Labor Information Section
Procurement Information Branch
Room 5110
New War Department Building
Washington, D. C.

We shall be grateful for any suggestions as to ways in which this new service can be made more useful to you and to your union. We are sure it would be wasting words to remind you what an important part the Labor Press will play in the final victory.

Yours cordially,

A. Robert Ginsburgh

A. ROBERT GINSBURGH
Lieutenant Colonel, G. S. C.
Chief, Procurement Information Branch

asked that
MVR &
I. Spivin
be put on their list
NR
1/15/42

20

War

WAR DEPARTMENT
OFFICE OF THE UNDER SECRETARY
WASHINGTON, D. C.

WOMEN'S BUREAU
JAN 26 1942
DEPARTMENT OF LABOR

January 22, 1942

MEMORANDUM FOR MISS MARY ANDERSON,
Director of Women's Bureau,
Department of Labor.

In accordance with our recent conversations, I am sending you another item concerning the employment of women which may be of interest.

George Webber
GEORGE L. WEBBER
Captain, Inf.
Liaison Division

Incl-1

January 22, 1942

MEMORANDUM FOR MISS MARY ANDERSON,
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Department of Labor.

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GEORGE L. WEBBER
Captain, Inf.
Liaison Division

Incl-1

SUBJECT: Navy Opens Engineering and Mechanical Jobs to Women.

Because the supply of men available for engineering and mechanical jobs in the Washington Navy Yard "is rapidly becoming exhausted," the Navy has announced it will accept women to fill these jobs.

The women must have a scientific or engineering education and must have obtained college degrees in certain specified subjects. The number of women required was not revealed. Some will go to work immediately.

(N. Y. Times, January 18, 1942)

WAR DEPARTMENT – FEB. 1942

War

WAR DEPARTMENT
Office of the Chief of Engineers
Washington

February 23, 1942.

EP

Circular Letter No. 1271
Administrative No. 6.

SUBJECT: New War Department Policy on Release of Information.

TO: All Concerned.

I - GENERAL

1. Attention is directed to the accompanying press release issued by the War Department Bureau of Public Relations entitled "Statement of War Department Policies Regarding Dissemination and Publication of Information Concerning Contracts, Production, Site Locations, etc." (Form 1012) under date of February 17, 1942. This statement of policies supersedes all previous directives on this subject. Detailed procedure to be followed by all organizations under the Chief of Engineers is set forth in subsequent paragraphs.

2. Proper execution of these policies on the part of officers and civilians, under the jurisdiction of the Chief of Engineers, can only be effective if a distinction is drawn sharply between the following two types of informatio

a. Information given to accredited persons, in confidence, to enable them, or their organizations, to negotiate or carry on business dealings with the government as a part of the Construction or Supply activities in connection with prosecution of the war effort.

b. Information made available to the press, general or business magazines, trade journals, information services, etc., for dissemination to the public or to business or trade associations or other groups.

II - INFORMATION TO ACCREDITED PERSONS

3. All contract officers are authorized to convey whatever information is in their judgment necessary to persons having a legitimate interest in serving or offering their services to advance the construction and procurement objectives of the Corps of Engineers. It must be clearly explained to all persons to whom such information is made available, that it is to be held in strict confidence and not, under any circumstances to be transmitted to others for publication or release to the press, periodicals or other agencies of public contact having either general or limited distribution.

4. As a means of implementing this policy, contracting officers may reproduce, in some convenient form, the applicable parts of the section entitled "GENERAL" appearing on page 3, "Statement of War Department Policies, etc." (Form 1012). Reproduction of the material contained under "GENERAL" on page 3 of the "Statement of War Department Policies, etc." can be accompanied by the statement "Failure to Observe These Restrictions May be Prosecuted Under the Provisions of the Espionage Act".

42/659

War

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Office of the Chief of Engineers
Washington

February 23, 1942.

EP

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42/659

III - INFORMATION FOR PUBLIC RELEASE

5. As a means of providing better control and improving service to the press and public, each Division, District and Area Engineer will designate an individual who shall be responsible for the release of all information to the press and public.

6. All releases of information to the press or other agencies of public contact, in Washington, shall be handled exclusively by the Public Relations Section, Office, Chief of Engineers.

7. Doubtful questions on the issuance of information within terms of the "Statement of Policies" should be submitted to the Public Relations Section, Office, Chief of Engineers, in Washington, for decision.

8. It is now permissible to publish the names of general contractors or engineering firms, planning to bid on major construction jobs, as well as the closing date for bids. This information may be released locally or made available to general or other news services providing the completion date of the project and other specific information, expressly forbidden to be published, are not included.

9. The term "subcontractors", appearing in the War Department statement of policy, was intended to apply to the manufacture of military equipment, and does not apply to subcontractors in connection with construction projects. Therefore, it is permissible to announce the names of subcontractors on a given job, so long as other detailed information, expressly forbidden, is not included.

10. Division and District Engineers, at their discretion, are authorized to make local announcement of the names of successful bidders on contracts amounting to less than $1,000,000 without revealing the amount. This announcement will be made in substantially the following form:

> "The District Engineer, Memphis, Tenn., today announced the award of a contract to the John Doe Company of St. Louis, Missouri, in an amount less than $1,000,000, for airfield construction in the State of Tennessee." (The type of work to be performed or the materials to be supplied should be described in very general terms such as grading, road construction, cantonment construction, manufacturing plant construction, building materials, heating equipment, etc.)

11. Announcements of Contract Awards of $1,000,000 or over will be made in Washington by the War Department Bureau of Public Relations based on information furnished by the Under Secretary of War or the Chief of Engineers.

By order of the Chief of Engineers:

D. McCoach Jr.

D. McCoach, Jr.,
Brigadier General,
Assistant Chief of Engineers.

Inclosure: Form No. 1012.

Distribution: Normal.
See Par. 1a, Circ. Ltr. 1144.

February 17, 1942

WAR DEPARTMENT
Bureau of Public Relations
Industrial Information Branch
Tel. RE 6700
Brs. 5657-8-9

IMMEDIATE RELEASE

STATEMENT OF WAR DEPARTMENT POLICY REGARDING DISSEMINATION AND PUBLICATION OF INFORMATION CONCERNING CONTRACTS, PRODUCTION, SITE LOCATIONS, ETC.

I. Information on War Department contracts and site locations. -- On January 15, 1942, the Director of Censorship issued a Code of Wartime Practices, classifying information concerning production and other matters which newspapers and magazines were asked not publish "except when such information is made available officially by appropriate authority."

On January 17, 1942, the Director of the Office of Facts and Figures released a statement of principles adopted by the Interdepartmental Committee on War Information, affecting Government issuance of information on the production of war material. In the release it was pointed out that the statement of principles was adopted "to establish a clear-cut, uniform policy for Government departments consistent with the policy already established by the Director of Censorship for the guidance of press and radio."

These statements give the official position of the Government in reference to this matter and are adopted as the policy of the War Department.

In accordance with this policy, the following instructions will apply to the publication of information concerning site locations of war industries and military installations, contract awards, and other matters relating to production.

CONSTRUCTION

No announcement of site locations will be made in the field.

When the War Department Bureau of Public Relations deems it in the public interest to announce the selection of a site it will do so in substantially the following form:

> "The War Department announced today the selection of Jonesville, Kentucky, as a site for a possible future cantonment. This is a pre-planning site and construction of the cantonment is contingent upon the future needs of the Army."
>
> "The War Department announced today its intention to construct a manufacturing plant in Indiana."

No announcement of awards of those construction contracts which require the approval of the Under Secretary of War will be made in the field without the approval of the War Department Bureau of Public Relations.

When the War Department Bureau of Public Relations deems it in the public interest to announce the award of a construction contract approved by the Under Secretary of War, it will make such announcement or authorize the Chief of Engineers to do so. Such announcement will be substantially in the following form:

> "The War Department announced today the award of a contract to Jones and Company, Richmond, Virginia, for the construction of a cantonment in Kentucky. The award was made by the Louisville District Office of the Corps of Engineers."
>
> "The War Department announced today the award of a contract to the Smith Corporation, St. Louis, Missouri, for the construction of a manufacturing plant in Indiana. The award was made by the St. Louis District Office of the Corps of Engineers."

When the Chief of Engineers deems it in the public interest to announce the award of a construction contract which does not require the approval of the Under Secretary of War, he may make such announcement. Such announcement will be substantially in the form prescribed for announcements above.

When, in the opinion of the Chief of Engineers, it is necessary to the proper functioning of suppliers of labor, materials, facilities, and other services, he may authorize the furnishing of necessary information to appropriate Government offices and agencies, and to properly accredited persons, who, in his opinion, have a legitimate interest in such information. The offices authorized to furnish such information should be cautioned against release of any procurement information to others than those duly identified as having a bona fide interest, and when such information is so released to responsible persons they should be cautioned against its publication.

SUPPLY CONTRACTS

No announcement of those supply contracts which require the approval of the Under Secretary of War will be made in the field without the approval of the War Department Bureau of Public Relations.

When the War Department Bureau of Public Relations deems it in the public interest to announce the award of a supply contract approved by the Under Secretary of War, it will make such announcement or authorize the chief of the appropriate supply arm and service to do so.

When the chief of the appropriate supply arm and service deems it in the public interest to announce the award of a supply contract which does not require the approval of the Under Secretary of War, he may make such announcement.

When, in the opinion of the chief of the appropriate supply arm and service, it is necessary to the proper functioning of suppliers of labor, materials, facilities, and other services, he may authorize the furnishing of necessary information to appropriate Government offices and agencies, and to properly accredited persons, who, in his opinion, have a legitimate interest in such information. The offices authorized to furnish such information should be cautioned against release of any procurement information to others than those duly identified as having a bona fide interest, and when such information is so released to responsible persons they should be cautioned against its publication.

GENERAL

Properly accredited persons may obtain information with regard to invitations for bids and abstracts of same by personal application to the Purchase Information Office of the Under Secretary of War or directly to the appropriate contracting office. Written requests to the Under Secretary of War for information relating to specific projects will be referred to the appropriate contracting office.

Under no circumstances will the following information about war contracts be published: (1) The exact type of production; (2) Production schedules; (3) Dates of delivery; (4) Progress of work; (5) "Round-ups" of locally published procurement data.

Chiefs of supply arms and services will take steps to inform all War Department contractors and subcontractors of the restrictions imposed upon them and the necessity for strict compliance. To that end War Department contractors and subcontractors should--

1. Refrain from publication of photographs and drawings of Army equipment which have not been released by the War Department.

2. Refrain from referring in advertising, which gives the location of a plant, to specific products being manufactured in that plant.

3. Refrain from publication of the names of subcontractors or accessory manufacturers to a prime contractor.

4. Release no production figures nor figures indicating total number of employees, backlog of orders, or area of land occupied.

5. Not permit aerial photographs of plants.

6. Observe these restrictions in their radio programs, other publicity, including financial statements and reports, and public discussion.

7. Give no information either verbal or otherwise contrary to this policy.

II. Extract from Code of Wartime Practices for the American Press issued by the Director of the Office of Censorship. -- The specific information which newspapers and magazines are asked not to publish "except when such information is made available officially by appropriate authority" falls into the following classes:

PRODUCTION

Specific information about war contracts, such as the exact type of production, production schedules, dates of delivery, or progress of production; estimated supplies of strategic and critical materials available; or Nation-wide "round-ups" of locally published procurement data except when such composite information is officially approved for publication.

Specific information about the location of, or other information about, sites and factories already in existence, which would aid saboteurs in gaining access to them; information other than that readily gained through observation by the general public, disclosing the location of sites and factories yet to be established, or the nature of their production.

Any information about new or secret military designs, or new factory designs for war production.

III. Release and statement from the Director of the Office of Facts and Figures.--"The Interdepartmental Committee on War Information has authorized me, as Chairman, to release the following statement of principles affecting government issuance of information on the production of war material."

"The purpose of the Committee, representing agencies of the government directly concerned with production for war needs, is to establish a clear-cut, uniform policy for government departments consistent with the policy already established by the Director of Censorship for the guidance of press and radio. This policy recognizes the importance of withholding information which might give aid or comfort to the enemy, while at the same time assuring the people of this country of the fullest possible account of the status of the national war production effort. It provides a basis for preventing the release of information useful to the enemy, without impairing the ability of each agency to meet its obligation of releasing information of public interest.

"The Interdepartmental Committee on War Information includes representatives of the State, Treasury, War, Navy, and Justice Departments, the Office of Government Reports, the Coordinator of Information, the Office for Emergency Management, and the Lend-Lease Administration."

Policy with regard to government publication of information relating to the letting of procurement contracts and similar matters.

In order that the policy controlling government publication of information relating to the letting of procurement contracts and similar matters may be consistent with the policy established by the Director of Censorship for the advice of press and radio, the Committee on War Information has adopted the following statement which has been approved by the departments and agencies represented on the Committee.

1. The policy considerations which should control in all cases of government publication of information during the war period are:

(a) Information helpful to the enemy should not be made public.

(b) Information helpful to our own people should be published when publication is possible.

(c) In case of conflict between these two considerations every attempt should be made to resolve the conflict not by arbitrary action in either direction but by employing forms of publication, or kinds of publication, which will provide information helpful to our own people without providing information helpful to our enemies.

2. The publication of specific information relating to procurement and production can be helpful to the enemy if the publication informs of plans for the manufacture of weapons and other supplies of war, the location of plants, the types and quantities of materials, the dates of completion, and similar data.

Publication of general information of this kind can, however, be helpful to our own people in so far as it supplies the basis for independent criticism of the war effort, stimulates production, and, in general, informs the country about the progress of the productive effort the country has been called upon to make.

Furthermore, publication of certain information of this kind is necessary to specific sections of the population, as, for example, subcontractors, suppliers of labor, common carriers, public utilities, and others called upon to make specific preparations for, or to provide specific services in connection with, procurement and production projects.

3. Information with regard to procurement and production should therefore be provided by government departments and agencies and bureaus but subject to the following limitations:

(a) There should be no general publication of specific information as to contract awards, site locations of war industries and military installations, estimated supplies of strategic and critical materials available, specific production schedules and detailed progress reports. The open display of contract awards in public offices should be discontinued.

(b) Where the construction of plants and installations, and the placing of large contracts requiring additional labor forces, are of such nature as to become known in the localities where the work is done, information of a non-detailed character may be published by local newspapers and should be released by government departments to interested members of Congress for local use. Details as to kind, quantities or delivery date of armaments or munitions or installations should not be given. (The Director of Censorship has advised press and wire services that nation-wide roundups of such locally released procurement data may give material aid to the enemy, but that local publication of the kind here described is permissible.)

(c) Such information regarding the letting of contracts, the construction of factories and cantonments and the like, as may be necessary to the proper functioning of suppliers of labor, materials, facilities, and other services should be furnished, for their official use, to the appropriate regional offices of the United States Employment Services, Army procurement, WPB, and other designated agencies. Such offices should, however, be cautioned against releases of procurement information to others than those duly identified as having a bona fide interest and when such information is so released to responsible persons they should be cautioned against its publication.

(d) To provide essential public information as to the progress of the production effort as a whole, the Office of Facts and Figures, working with the advice and assistance of the Bureau of Statistics and Research of WPB, the Division of Statistical Standards of the Bureau of the Budget, and other designated agencies, which should continue to receive on a confidential basis all information and data regarding procurement and production, will devise forms of publication which, without releasing information of importance to the enemy, would enable the country as a whole to know from time to time whether or not it had met the requirements of the production program; together with other forms of publication which would enable particular localities, and factories, etc., to ascertain whether they had met or failed to meet or had surpassed their quotas of production.

Defense
War Dept.

February 10, 1942

Lt. Col. Joseph F. Battley
Chief, Liaison Division
Office of the Under Secretary
War Department
Washington, D. C.

Dear Col. Battley:

Thank you so much for sending me the excerpt from a recent report which indicated increasing employment of women at Boeing Aircraft Company, Seattle, Washington. I was very glad indeed to receive this information.

Sincerely yours,

Mary Anderson, Director

IS

~~Letter to Miss Anderson~~

WAR DEPARTMENT
OFFICE OF THE UNDER SECRETARY
WASHINGTON, D. C.

January 19, 1942

Miss Mary Anderson
Director, Women's Bureau
Department of Labor
Washington, D. C.

Dear Miss Anderson:

You may be interested in the following excerpt from a recent report which indicates increasing employment of women:

> "Employment of Women, January 10, 1942.
> Boeing Aircraft Company
> Seattle, Washington
>
> 1. The Boeing Aircraft Company has advised this office that it has begun employing qualified women applicants for mechanical positions wherever facilities exist which permit the employment of women. To date women have been employed in the Electric and Cable Shops.
>
> 2. In employing women Boeing is giving first preference to single women, married women whose husbands are in the armed forces, widows and women, whose husbands are physically unable to work. Second consideration is being given women whose husbands are gainfully employed."

Joseph F. Battley

JOSEPH F. BATTLEY
Lt. Colonel, CWS
Chief, Liaison Division

Defense
War Dept

February 10, 1942

Mr. W. L. Linkous
State Legislative Representative
Virginia State Legislative Committee
Order of Railway Conductors
Radford, Virginia

My dear Mr. Linkous:

With further reference to your letter of December 8, concerning the practice of soliciting contributions from employees of the New River Ordnance Plant, Wysor, near Dublin, Virginia, I am informed by Col. Battley of the War Department that investigation disclosed that such collections had been taken up. He also states that since this is a Government-owned, Contractor-operated plant, the Contractor will be notified to discourage soliciting for money for causes which might be considered unworthy.

Sincerely yours,

Mary Anderson, Director

MA:IS

Defense
War

U.S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

Respectfully referred to

Capt. Geo. Weber
Labor Section
War Department
Rm. 6179 New War Dept. Bldg.
Washington, D. C.

Letter from
Mrs. L. N. Welsh
R. 1, Box 335
Dover, N.J.
F [illegible]

The writer has been informed of this reference. **, but requests that her name be withheld.**

Mary Anderson,
Director.

(1682)

Files
Defense
War Dept.

AR DEPARTMENT
THE UNDER SECRETARY
ASHINGTON, D. C.

bruary 2, 1942

Bureau,
of Labor,
ngton, D. C.

int concerning the alleged
ten hours a day, seven days
senal is being investigated.
romptly concerning the situ-
to exist.

letter which you referred at
ot contain a definite complaint
eld of activity.

Sincerely yours,

George L. Webber

GEORGE L. WEBBER,
Captain, Infantry,
Liaison Division.

Files
Defense
War Dept.

WAR DEPARTMENT
OFFICE OF THE UNDER SECRETARY
WASHINGTON, D. C.

February 2, 1942

Miss Mary Anderson,
Chief, Women's Bureau,
Department of Labor,
Washington, D. C.

Dear Miss Anderson:

The complaint concerning the alleged employment of women ten hours a day, seven days a week at Raritan Arsenal is being investigated. I shall notify you promptly concerning the situation which is found to exist.

The other letter which you referred at the same time does not contain a definite complaint coming within our field of activity.

Sincerely yours,

George L. Webber

GEORGE L. WEBBER,
Captain, Infantry,
Liaison Division.

WAR DEPARTMENT - MARCH, 1942

Sent MSP by O.F.F.
Mar 31. 1942

War. War
Dept.
I

OCCUPATIONS OF AMERICANS IN WORLD WAR AND THIS WAR

(These figures from General Ayres in War Department. Statistics Section December, 1941.)

	World War	(Nov. 1918)	This War	(Dec. 1941)
	Number	Per 1,000	Number	Per 1,000
Men in Army	3,700,000	35	1,700,000	13
Men in Navy	550,000	5	450,000	3
Men in war work	7,150,000	68	4,950,000 a/	37
Men in non-war work	18,600,000	178	32,400,000	243
Total men of producing age	30,000,000	286	39,500,000	296
Old men and boys	24,000,000	229	27,500,000	207
Total males	54,000,000	515	67,000,000	503
Women in war work	2,250,000	21	550,000 a/	4
Women in non-war work	25,750,000	245	38,450,000	289
Total women of producing age	28,000,000	266	39,000,000	293
Old women and girls	23,000,000	219	27,100,000	204
Total females	51,000,000	485	66,100,000	497
Grand Total	105,000,000	1,000	133,100,000	1,000

Note: Producing Age considered herein to be ages 18 through 59, inclusive.

a/ Includes defense workers in manufacturing, mining, construction, transportation and public utilities, and Government civil employees in War, Navy, and O.E.M.

At the end of the World War there were 2.23 American industrial war-workers for each man in our armed forces, and now there are 2.56

12/27/41
Statistics Branch, OUSW

Defense

War

All communications should be addressed to "The Commanding Officer, Benicia Arsenal, Benicia, Calif."

HEADQUARTERS
BENICIA ARSENAL
OFFICE OF THE COMMANDING OFFICER

IN REPLYING REFER TO
No. B.A. 230.05/808-A

[illegible] BUREAU
[illegible] 1942
DEPARTMENT OF LABOR

DMD/yar

BENICIA, CALIF., March 3, 1942

Women's Bureau of the
U.S. Department of Labor
Washington, D. C.

Gentlemen:

It is requested that a copy of "The Employment of and Demand for Women Workers in the Manufacture of Instruments--Aircraft, Optical and Fire-Control, and Surgical and Dental" be sent to the undersigned.

For the Commanding Officer:

Very truly yours,

3/7/42

Paul R. Bratton
PAUL R. BRATTON
Capt., Ord. Dept.
Assistant Ord O

All communications should be addressed to "The Commanding Officer, Benicia Arsenal, Benicia, Calif."

HEADQUARTERS

BENICIA ARSENAL

OFFICE OF THE COMMANDING OFFICER

IN REPLYING REFER TO

No. B.A. 230.05/808-A

DMD/yar

BENICIA, CALIF., March 3, 192

Women's Bureau of the
U.S. Department of Labor
Washington, D. C.

Gentlemen:

It is requested that a copy of "The Employment of and Demand for Women Workers in the Manufacture of Instruments--Aircraft, Optical and Fire-Control, and Surgical and Dental" be sent to the undersigned.

For the Commanding Officer:

Very truly yours,

PAUL R. BRATTON
Capt., Ord. Dept.
Assistant

WAR DEPARTMENT - APRIL, 1942

Dept.
War

Files -
Sent after an
interview -
no letter of request.

April 27, 1942.

Mr. George McCay,
Office of Quartermaster General,
Labor Section, War Department,
Washington, D. C.

My dear Mr. McCay,

I am enclosing herewith the information which was contained in the letter which you read in my office the other day, and which I promised today to have put into a statement form "Adjustment of Standards for Women Workers in the War Effort."

You will also find enclosed the report containing information on occupations prohibited to women.

Yours sincerely,

Mary V. Robinson, Director,
Division of Public Information.

MVR/ll
Encl.

Files
Defense
War-Dept,

April 21, 1942

Colonel Joseph F. Battley
Labor Division, Room 4743
Munitions Building
War Department
Washington, D. C.

Attention: Major George Webber

Dear Colonel Battley:

The Women's Bureau wishes to bring up to date and supplement data secured by its field agents during the last year on women employed by the Government in arsenals and ordnance depots.

I hope your division will be able to give us the information asked for on the sheets attached for your convenience on the hours and rates of pay for women in each of the arsenals and ordnance depots.

May I have this information by April 23rd?

Sincerely yours,

Mary Anderson, Director.

P. S. If there are questions regarding the data requested, will you kindly call either Miss Spring - extension 132 or Miss Erickson - extension 34.

April 21, 1942

Colonel Joseph F. Battley
Labor Division, Room 4743
Munitions Building
War Department
Washington, D. C.

Attention: Major George Webber

Dear Colonel Battley:

The Women's Bureau wishes to bring up to date and supplement data secured by its field agents during the last year on women employed by the Government in arsenals and ordnance depots.

I hope your division will be able to give us the information asked for on the sheets attached for your convenience on the hours and rates of pay for women in each of the arsenals and ordnance depots.

May I have this information by April 23rd?

Sincerely yours,

Mary Anderson, Director.

P. S. If there are questions regarding the data requested, will you kindly call either Miss Spring - extension 132 or Miss Erickson - extension 34.

Carbon of this given to Miss Erickson War Dept.

WAR DEPARTMENT
HEADQUARTERS, SERVICES OF SUPPLY
WASHINGTON

April 22, 1942

Miss Mary Anderson, Director
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

This is in reply to your letter of April 21, requesting information concerning employment of women in government arsenals and ordnance depots. Immediately upon receipt of Miss Erickson's telephone request on the 20th, Major Webber arranged for the Ordnance Department to compile all pertinent information available in Washington. This information will be sent to you as soon as it can be summarized, probably before the end of this week.

Although every effort will be made, in view of the short time remaining it is not certain that the information can be provided by April 23. Whatever information is available will be forwarded by telephone on that date.

Sincerely yours,

Joseph F. Battley
JOSEPH F. BATTLEY
Colonel, G.S.C.
Chief, Manpower Branch
Civilian Personnel Division

Remington
DU PONT

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HARTLEY. BRIDGEPORT. CONN.
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Remington

AMMUNITION WORKS, BRIDGEPORT, CONN.
BRIMSDOWN, MIDDLESEX, ENG.

DENVER, COLORADO

Waw

April 15, 1942

Denver Ordnance Plant
Denver, Colorado

4/22/42

United States Labor Division
Washington, D. C.

pamphlet env.

We would like to have three copies of a pamphlet published by you, regarding Industrial Clothing to be worn by women.

This was a survey taken for Secretary of Labor, Perkins. There are three different types of pictured uniforms.

We are very anxious to obtain these pamphlets and would appreciate an answer by return mail.

J. W. WATSON
Supervisor of Fire Protection
and Safety Division

JW:AF

WAR DEPARTMENT - MAY, 1942

Defense
WAS.

May 4, 1942.

Major Robert L. Bullock
Safety Officer
War Department
Rochester Ordnance District
1238 Mercantile Building
Rochester, New York

My dear Major Bullock:

In response to your letter of April 30 (ROD No. 710/U.S.Dept. of Labor), we shall be very glad to send to you 100 copies of Women's Bureau Special Bulletin Number 2, "Lifting Heavy Weights in Defense Industries."

The pamphlets will come to you direct from the Government Printing Office and due to the rush there, it will probably take about two weeks for them to reach you.

Sincerely yours,

Mary Anderson, Director.

:ed.

All Communications should be accompanied by carbon copy and Addressed To

WAR DEPARTMENT
Rochester Ordnance District
1238 Mercantile Building
Rochester, New York

In Reply Refer To
ROD No. 710/U.S. Dept. of Labor

RB:Richter:rh

WOMEN'S BUREAU
2 - 1942
DEPARTMENT OF LABOR

April 30, 1942

U.S. Dept. of Labor
Women's Bureau
Washington, D. C.

Gentlemen:

This office is desirous of obtaining 100 copies of Special Bulletin No. 2, entitled "Lifting Heavy Weights in Defense Industries."

Since there are many women inspectors working in the various plants in the Rochester Ordnance District, these could be used to great advantage.

For the Deputy District Chief:

Very truly yours,

Robert L. Bullock

ROBERT L. BULLOCK
Major, Ord. Dept.,
Safety Officer

ALL COMMUNICATIONS SHOULD BE ACCOMPANIED BY CARBON COPY AND ADDRESSED TO

WAR DEPARTMENT
ROCHESTER ORDNANCE DISTRICT
1122 MERCANTILE BUILDING
ROCHESTER, N. Y.

IN REPLY REFER TO
ROD No. 710/ U. S. Dept. of Labor

RB:Richter:rh

April 30, 1942

U.S. Dept. of Labor
Women's Bureau
Washington, D. C.

Gentlemen:

This office is desirous of obtaining 100 copies of Special Bulletin No. 2, entitled "Lifting Heavy Weights in Defense Industries."

Since there are many women inspectors working in the various plants in the Rochester Ordnance District, these could be used to great advantage.

For the Deputy District Chief:

Very truly yours,

ROBERT L. BULLOCK
Major, Ord. Dept.,
Safety Officer

War.

Post Office:
Aberdeen Proving Ground, Md.

ALL COMMUNICATIONS SHOULD BE ADDRESSED TO "THE COMMANDING OFFICER"

Telegraph: Western Union
Freight and Express Address:
Aberdeen, Md.

WAR DEPARTMENT
ABERDEEN PROVING GROUND
MARYLAND

SENT

WOMEN'S BUREAU
JUN 2 - 1942
DEPARTMENT OF LABOR

HLF:boh

May 28, 1942

1942 MAY 30 PM 2 14
ABERDEEN PROVING GROUND
MARYLAND

461/4361

U. S. Department of Labor
Women's Bureau
Washington, D.C.
Att'n: Miss Mary Anderson

Dear Miss Anderson:

We wish to thank you and acknowledge receipt of your letter of May 25, in which you state fifty pamphlets of Women's Bureau Special Bulletin Number 2, "Lifting Heavy Weights in Defense Industries.", will be sent to us free of charge direct from the Government Printing Office.

For the Commanding General:

HFairlamb
H. L. Fairlamb
Major, Ord. Dept.
Contracting & Purchasing
Officer

Women's Bureau
U. S. Department of Labor
Washington

files

May 19, 1942

Agreement with Colonel Englehart, Internal Security Division, War Department, concerning changes in procedure as covered by memorandum of May 18th. Because of the variety of the work of the Women's Bureau and the difficulty of stating exact date or person who may visit specific plant, the following arrangements are made:

The Bureau will transmit to the Office of the Provost Marshal General, marked for the attention of the Internal Security Division periodically, the following data:

The plants to be visited in a certain area;

The purpose of the visit;

The representatives who will be working in the area;

The period during which the visit may occur.

The Provost Marshal General will then clear with the District representative of each group of plants. The District representative will in turn notify the specific plant. When the Women's Bureau representative appears, her name will be checked off the list furnished to the plant.

Bertha M. Nienburg

WAR DEPARTMENT
HEADQUARTERS, SERVICES OF SUPPLY
WASHINGTON, D. C.

May 18, 1942.

Miss Mary Anderson
Director of the Women's Bureau
Department of Labor
Washington, D. C.

Dear Miss Anderson:

Pursuant to your request concerning the procedure to be followed by representatives of your office in gaining admission to plants engaged in war production, the attached memorandum of procedure has been prepared.

The Provost Marshal General is charged, among other things, with supervision of internal security, and this procedure is intended to exclude casual visitors and imposters, to limit the possibility of sabotage and to safeguard military information, in addition to the necessity for limiting interference with production. For these reasons the War Department does not issue blanket clearances to any agency.

I should appreciate any comments which you may have so that a definite routine will be established immediately.

Sincerely yours,

James P. Mitchell

JAMES P. MITCHELL
Director, Civilian Personnel Division
Headquarters, Services of Supply

1 Incl.
Memorandum

MEMORANDUM OF PROCEDURE TO BE FOLLOWED BY REPRESENTATIVES OF THE WOMEN'S BUREAU OF THE DEPARTMENT OF LABOR, IN OBTAINING ADMISSION TO PLANTS ENGAGED ON IMPORTANT WAR ORDERS.

1. Names of persons designated by the Women's Bureau of the Department of Labor to act as its representatives to visit plants engaged on important war orders, with certification by the Department of Labor that each representative is known to be a loyal citizen of the United States, will be transmitted to the Internal Security Division, Office of The Provost Marshal General, Headquarters, Services of Supply.

2. Each designated representative of the Women's Bureau must be provided with an identification card conforming to the following minimum standards established for visitors to war production plants:

"a. The full name of the representative

b. His home address and business address

c. A statement of weight, height, color of hair and eyes

d. A photograph securely attached to the card with the seal of the company stamped or embossed to include a portion of the area of the photograph

e. Signature of the representative

f. Date and place of birth

g. Signature of an official of your company certifying that the person identified is a representative of your company and that he is a United States citizen

h. A fingerprint of one or both thumbs"

(In paragraphs d and g substitute "Department of Labor" for Company.)

3. Each request for clearance for a visit to a war production plant will be transmitted to the Office of The Provost Marshal General, marked for the attention of the Internal Security Division, a minimum of 48 hours in advance of the proposed visit, and will include the name of the visitor, the plant to be visited, the purpose of the visit, the date of arrival and the probable duration of the visit. The Office of The Provost Marshal General will transmit a letter of clearance, with a signed duplicate copy, to the Department of Labor.

4. Upon arrival at the plant, the representative will present both her identification card and a signed copy of the letter of clearance, will comply with all local regulations such as signing the register and securing a badge or pass, and establishing contact with the proper plant official and government representative.

For The Provost Marshal General:

Homer W Jones

Homer W. Jones
Colonel, J.A.G.D.
Chief, Internal Security Division

4435

Inglehart
6495

Defense Plan

May 13, 1942

Mr. E. E. Ware, General Mgr.
The Sherwin-Williams Defense Corporation
Carbondale, Illinois.

My dear Mr. Ware:

We have your letter of May 8th, requesting 5,000 copies of Special Bulletin No.2.

We are not permitted to distribute free of charge more than 50 copies. The bulletin can be purchased direct from the Superintendent of Documents, Washington, D.C.; the unit price is 5 cents, but in lots of a hundred or more there is a 25 percent discount.

A copy of the bulletin is enclosed, together with other bulletins we have issued on recommended standards for the employment of women.

1,2,3

Sincerely yours,

rfm

Mary Anderson, Director

el

CONTRACT NO.
[illegible]-ORD 522
DA-W-ORD-18

ILLINOIS ORDNANCE PLANT
THE SHERWIN-WILLIAMS DEFENSE CORPORATION
CARBONDALE, ILLINOIS

Carbondale, Illinois
May 8, 1942

WOMEN'S BUREAU
MAY 11 1942
DEPARTMENT OF LABOR

Miss Mary Anderson, Director
Women's Bureau
United States Department of Labor
Washington, D. C.

My dear Miss Anderson:

By authority of a letter from the Office of the Chief of Ordnance, file O. O. 230.6/4726, dated April 17, 1942, subject: Lifting Heavy Weights in Defense Industries - Special Bulletin No. 2, Women's Bureau, U. S. Department of Labor, we are requesting that you send us 5,000 copies of your booklet, "Lifting Heavy Weights in Defense Industries", Special Bulletin No. 2 of the Women's Bureau.

Inasmuch as we are directed to make this booklet available to all women employees at the time of their employment, it is imperative that we have 5,000 copies at the earliest date possible.

Thank you for giving your attention to this request.

Yours very truly

E E Ware

E. E. WARE,
General Manager

EEW/eg
cc: Commanding Officer
(Attn.: Executive Officer)

Defense
War

May 25, 1942

Major Robert L. Bullock
Safety Officer
War Department
Rochester Ordnance District
1238 Mercantile Building
Rochester, New York

My dear Major Bullock:

In response to your letter of May 20(ROD No. 461/U.S.Dept. of Labor), we shall gladly send to you four hundred additional copies of Women's Bureau Special Bulletin Number 2, "Lifting Heavy Weights in Defense Industries."

The pamphlets will come to you direct from the Government Printing Office and due to the rush there, it will probably take about two weeks for them to reach you.

Sincerely yours,

Mary Anderson, Director.

[illegible]

All Communications should be accompanied by carbon copy and Addressed To

WAR DEPARTMENT
Rochester Ordnance District
1238 Mercantile Building
Rochester, New York

In Reply Refer To
ROD No. 461/U. S. Dept. of Labor

RB:Richter:if

WOMEN'S BUREAU
MAY 23 1942
DEPARTMENT OF LABOR

May 20, 1942

U. S. Department of Labor
Women's Bureau
Washington, D. C.

Gentlemen:

We have this day received one hundred copies of Official Bulletin No. 2 entitled "Lifting Heavy Weights in Defense Industries," for which please accept our thanks.

Since our last writing it was learned that four hundred additional copies could be used to great advantage for distribution amongst the women inspectors in the Rochester Ordnance District.

For the Deputy District Chief:

Very truly yours,

ROBERT L. BULLOCK
Major, Ordnance Department
Safety Officer

ALL COMMUNICATIONS SHOULD BE ACCOMPANIED BY CARBON COPY AND ADDRESSED TO

WAR DEPARTMENT
ROCHESTER ORDNANCE DISTRICT
1122 MERCANTILE BUILDING
ROCHESTER, N. Y.

IN REPLY REFER TO
ROD No. 461/ U. S. Dept. of Labor

RB:Richter:if

May 20, 1942

U. S. Department of Labor
Women's Bureau
Washington, D. C.

Gentlemen:

We have this day received one hundred copies of Official Bulletin No. 2 entitled "Lifting Heavy Weights in Defense Industries," for which please accept our thanks.

Since our last writing it was learned that four hundred additional copies could be used to great advantage for distribution amongst the women inspectors in the Rochester Ordnance District.

For the Deputy District Chief:

Very truly yours,

ROBERT L. BULLOCK
Major, Ordnance Department
Safety Officer

May 20, 1942

Mr. Millard F. Billings
Assistant to the Director of Personnel
Civilian Personnel Division
Office of the Secretary of War
Washington, D. C.

My dear Mr. Billings:

I am enclosing a copy of the letter from Mrs. H. Waring, about which I talked to you over the telephone recently.

You will recall that Mrs. Waring complained because she was not paid time and a half for hours in excess of 40 for which she was employed in the Quartermaster Corps, Port of Embarkation, Army Base, North Charleston, South Carolina. I will be very glad to receive a copy of your letter to Mrs. Waring.

Sincerely yours,

Louise Stitt, Director
Division of Minimum Wage

Defense
Jan.

May 25, 1942

War Department
Aberdeen Proving Ground
Maryland

Gentlemen:

In response to your request of May 22 (No.B4-3590), we shall be very glad to send to you fifty copies of Women's Bureau Special Bulletin Number 2, "Lifting Heavy Weights in Defense Industries." The Pamphlets will come to you free of charge direct from the Government Printing Office. Due to the rush there, it will probably take about ten days for them to reach you.

Sincerely yours,

Mary Anderson, Director.

MA:eu.

O.O. Form 53

HLF:pm

WAR DEPARTMENT
ABERDEEN PROVING GROUND, MARYLAND

No. BM-8590

WOMEN'S BUREAU
MAY 25 1942

THIS IS A REQUEST FOR QUOTATIONS AND NOT AN ORDER

(PLACE) Aberdeen Proving Ground.

To U.S. Dept. of Labor (Women's Bureau)

(DATE) May 22nd, 1942

Washington, D.C.

Please quote on this blank, NET prices for the following articles, prices to include transportation and all other charges necessary for delivery

Except as noted below or otherwise indicated herein, all articles, materials, and supplies covered by this proposal shall, if unmanufactured articles, materials, and supplies, be mined or produced in the United States, and if manufactured articles, materials, and supplies, they shall be manufactured in the United States all from articles, materials, or supplies, mined, produced, or manufactured, as the case may be, in the United States.

R.W.Case, Brig. General
~~Ordnance Department~~, U.S.A., Commanding.

PROPOSAL

PROPOSALS IN DUPLICATE MUST BE EXECUTED AND RETURNED WITHIN TWO DAYS AFTER ITS RECEIPT

DATE ...., 19....

.... propose to furnish and deliver f.o.b. Aberdeen, Maryland, the following articles at the prices set opposite their names.

It is hereby certified that in the event award is made to the undersigned, the unmanufactured articles or materials furnished the United States will have been mined or produced in the United States; and the manufactured articles, materials, and supplies will have been manufactured in the United States from articles, materials, or supplies mined, produced, or manufactured, as the case may be, in the United States, except as noted below or otherwise indicated in this bid.

ITEM	ARTICLES	QUANTITY	UNIT	UNIT PRICE	AMOUNT
	BULLETIN: Lifting Heavy Weights in Defense Industries. Methods for conserving health of Women Workers. Special Bulletin No # 2, Published by Women's Bureau U.S. Dept. of Labor)	50	Ea.		

IS A.N.M.B PREFERENCE RATING REQUIRED

As we are in urgent need of this material it is requested that it be shipped at once. Immediately upon receipt of your letter or invoice, naming price, a confirming order will be issued to you.

BIDDERS SHOULD STATE IF THE ABOVE PRICES ARE INCLUSIVE OR EXCLUSIVE OF TAX.

In submitting this bid the undersigned certifies that the prices quoted do not exceed those fixed in various price schedules by the Office for Emergency Management Office of Price Administration, Washington, D.C.

STATE DISCOUNT ALLOWED IF CHECK IN PAYMENT IS MAILED WITHIN THE FOLLOWING CALENDAR DAYS AFTER RECEIPT OF ARTICLES AND PROPERLY CERTIFIED INVOICE. 10 days ..... % 20 days ..... % 30 days ..... %

No offers of prompt payment or cash discounts will be rendered to, or considered by the Government.

The above articles will be delivered within .... days after receipt of order.

(Firm) U.S. Dept of Labor (Women's Bureau)

(By) ....

(Title) ....

U. S. GOVERNMENT PRINTING OFFICE — O

O.O. Form 53

HLF:pm

WAR DEPARTMENT
ABERDEEN PROVING GROUND, MARYLAND

No. BM-8590

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(PLACE) Aberdeen Proving Ground,

To U.S. Dept. of Labor (Women's Bureau)
Washington, D.C.

(DATE) May 22nd, 1942

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Except as noted below or otherwise indicated herein, all articles, materials, and supplies covered by this proposal shall, if unmanufactured articles, materials, and supplies, be mined or produced in the United States, and if manufactured articles, materials, and supplies, they shall be manufactured in the United States all from articles, materials, or supplies, mined, produced, or manufactured, as the case may be, in the United States.

R.W.Case, Brig. General
~~Ordnance Department~~, U.S.A., Commanding.

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The above articles will be delivered within .... days after receipt of order.

(Firm) U.S. Dept of Labor (Women's Bureau)

(By) ....

(Title) ....

SPECIAL PROVISIONS APPLYING TO AND CONSIDERED A PART OF THE ATTACHED QUOTATION OR ORDER

Unless otherwise indicated, the prices herein include any Federal tax or charge heretofore imposed which is applicable to the supplies or work covered hereby. If, after the date of a written bid, the Federal Government shall impose, remove, or change any duty, sales, use or excise tax or any other tax or charge directly applicable to the supplies or work covered hereby or the materials used in the manufacture thereof or directly upon the importation, productions, processing, manufacture, construction or sale of such supplies, work, or materials, which tax or charge must be borne by the Contractor because of a specific contractual obligation or by operation of law, or in case of a decrease or elimination of a tax, where the contractor is relieved to that extent, and if in case of in increase in an existing tax or the imposition of a new tax the contractor has paid such tax or charge to the Federal Government, or any other person, then the prices named herein will be increased or decreased accordingly and any amount due to the contractor as a result of such change will be charged to the government and entered on vouchers (or invoices) as a separate item: Provided, however, that the Government reserves the right to issue to the contractor in lieu of such payment a tax exemption certificate acceptable to the Federal Government, and Provided further, That nothing contained herein shall be construed as requiring the Government to reimburse the contractor for any Federal Income taxes, income surtaxes or excess profits taxes.

~~[illegible]~~
~~[illegible]~~
Defense)
War - Dept.

WAR DEPARTMENT
WASHINGTON

WOMEN'S BUREAU
MAY 9 - 1942
DEPARTMENT OF LABOR

Dear Miss Anderson -

I feel very badly about my extreme neglect of you in the past week and even worse about the fact that you found it necessary to send an emissary all the way to Arlington to get in touch with ~~you~~ me. My sincerest apologies. The fact is that this move from the Munitions Building to the new building in Arlington has completely disrupted our existence. I am in and out and all over the place and our 'phones are all bunched together far from our desks at the other end of a mausoleum-like room making communication with the outside world difficult. I'm beginning to despair of order ever being created out of the chaos now existing here.

I am hopeful that the necessary papers will come through before the end of the week but it is difficult for me to trace their progress from this Siberian wasteland. I am sure there will be no difficulty, however, and I am confident a procedure satisfactory to you and your people will be agreed upon.

Sincerely yours,
John H. Ohly

War

May 18, 1942

Commanding Officer
Ravenna Ordnance Plant
Ravenna, Ohio

Dear Sir:

In response to your letter of May 15 (ROP 230.6/21-1), we shall be very glad to send to you twenty-five copies of Women's Bureau Special Bulletin Number 2, "Lifting Heavy Weights in Defense Industries." The Pamphlets will come to you direct from the Government Printing Offfce and it will probably take about two weeks for them to reach you.

Sincerely yours,

Mary Anderson, Director.

[illegible]:ed.

All communications should be addressed to "COMMANDING OFFICER, RAVENNA ORDNANCE PLANT, RAVENNA, OHIO"

TELEPHONE: WAYLAND 21 & 35

RAVENNA ORDNANCE PLANT

POST OFFICE, TELEGRAPH,
AND EXPRESS ADDRESS:
RAVENNA, OHIO

FREIGHT ADDRESS:
RAVENNA ORDNANCE PLANT,
ATLAS, OHIO

IN REPLY REFER TO: ROP 230.6/21-1

BCL:rv
May 15, 1942.

WOMEN'S BUREAU
MAY 18 1942
DEPARTMENT OF LABOR

United States Department of Labor,
Women's Bureau,
Washington,
D. C.

ATTN: Mary Anderson, Director.

Dear Madam:

We have received a directive from the Office of the Chief of Ordnance with reference to Special Bulletin No. 2 "Lifting Heavy Weights in Defense Industries", information which is to be made available to all women employees.

Will you please forward at your earliest convenience twenty five (25) copies of this bulletin.

For the Commanding Officer:

Very truly yours,

Fred H. Johnson

FRED H. JOHNSON,
1st Lt., Ord. Dept.,
Assistant.

All communications should be addressed to "COMMANDING OFFICER, RAVENNA ORDNANCE PLANT, RAVENNA, OHIO"

TELEPHONE: WAYLAND 21 & 35

RAVENNA ORDNANCE PLANT

POST OFFICE, TELEGRAPH,
AND EXPRESS ADDRESS:
RAVENNA, OHIO

FREIGHT ADDRESS:
RAVENNA ORDNANCE PLANT,
ATLAS, OHIO

IN REPLY REFER TO: ROP 230.6/21-1

BCL:rv
May 15, 1942.

United States Department of Labor,
Women's Bureau,
Washington,
D. C.

ATTN: Mary Anderson, Director.

Dear Madam:

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Will you please forward at your earliest convenience twenty five (25) copies of this bulletin.

For the Commanding Officer:

Very truly yours,

FRED H. JOHNSON,
1st Lt., Ord. Dept.,
Assistant.

ALL COMMUNICATIONS SHOULD BE ADDRESSED TO "THE COMMANDING OFFICER"

WAR DEPARTMENT
WATERTOWN ARSENAL
WATERTOWN, MASS.

/MM [illegible]
Wa[illegible]

May 6, 1942.

TO INSURE PROMPT ATTENTION
IN REPLYING REFER TO

________ No. ________

ATTENTION OF

Laboratory - (MM)

WA 461/5371

Women's Bureau

United States Department of Labor
Room 3124
Department of Labor Building
Fourteenth Street and Constitution Avenue, N.W.
Washington, D. C.

WOMEN'S BUREAU
MAY 11 1942
DEPARTMENT OF LABOR

Gentlemen:

It is requested that two copies each of the following publications be forwarded to the Watertown Arsenal Library for official use:

Bulletins Nos. 1 and 2 - "Employment of Women."

If there is any charge for these, please let us know so that an official order may be placed.

For the Commanding General:

Very truly yours,

G. L. Cox

G. L. Cox,
Major, Ordnance Department,
Library Officer.

5/12/42

RECEIVED - LABOR
Information Div.
MAY 8 - 1942
A.M. P.M.
7 8 9 10 11 12 1 2 3 4 5 6

War Dept

HEADQUARTERS, SERVICES OF SUPPLY

May 7, 1942

Miss Mary Anderson
Director of the Women's Bureau
Department of Labor
Washington, D. C.

Dear Miss Anderson:

Pursuant to your request concerning the procedure to be followed by representatives of your office in gaining admission to plants engaged on War Department work, the attached memorandum of procedure has been prepared. I would appreciate any comments which you may have so that a definite routine may be established immediately.

Sincerely yours,

JAMES P. MITCHELL
Director, Civilian Personnel Division
Headquarters, Services of Supply

Enclosure
Memorandum
JMC:jm

HEADQUARTERS, SERVICES OF SUPPLY

May 6, 1942

MEMORANDUM TO LT. COLONEL H. G. REYNOLDS

Subject: Admission of Representatives of the Women's Bureau of the Department of Labor to Plants engaged in Work on Classified War Department Contracts

1. Attached hereto is a proposed letter to the Director of the Women's Bureau of the Department of Labor and a proposed memorandum of procedure to be followed by representatives of the Women's Bureau in obtaining admission to plants working on classified War Department contracts.

2. It is requested that you examine the proposed letter and memorandum and return the same with any suggestions and comments. Due to the confusion as to what office had jurisdiction over plant admissions, there has already been a delay of nearly two weeks in complying with Miss Anderson's request. Therefore it will be greatly appreciated if you will take immediate action.

JAMES P. MITCHELL
Director, Civilian Personnel Division
Headquarters, Services of Supply

Enclosures
Proposed letter
Proposed memorandum
JRO:jm

Plant Prot - Admission to Plants

MEMORANDUM OF PROCEDURE TO BE FOLLOWED BY REPRESENTATIVES OF THE WOMEN'S BUREAU IN OBTAINING ADMISSION TO PLANTS WORKING ON CLASSIFIED WAR DEPARTMENT CONTRACTS

1. Names of persons selected by the Women's Bureau of the Department of Labor to act as its representatives in visiting plants engaged in work on classified War Department contracts will be grouped according to the states or regions in which they will serve and will as so grouped be submitted to the Internal Security Division, Office of the Provost Marshal General, Headquarters, Services of Supply.

2. Upon clearance by the Internal Security Division, Office of the Provost Marshal General, Headquarters, Services of Supply, a letter of authorization will be forwarded to each person approved.

3. Each designated representative of the Women's Bureau must be provided with an identification card containing (1) the picture of the representative sealed to the card with the seal of the U. S. Department of Labor, (2) a general description containing name, age, color of hair, color of eyes, sex, height, weight, and signature of the representative, and (3) fingerprints of the fingers of the representative's right hand.

4. Upon application for entrance into a plant engaged on classified War Department work, the representative will present both his identification card and letter of authorization.

Copy for Miss Manning

May 7, 1942

Mr. Jack Oley
War Department, Labor Section
Washington, D. C.

My dear Mr. Oley:

When the Women's Bureau was created during the last war, in 1918, we were given the responsibility for conditions of women's employment. We are charged with the duty of investigating conditions under which women are working and recommending standards for their employment. This is just as important today as during the last war. Production will suffer if working conditions are not right; there will be much labor turnover and greater absenteeism will result.

The Women's Bureau is now undertaking a study of conditions surrounding the employment of women in old-line plants now engaged in war orders. It would be very helpful to us if our agents could have introductory credentials from the War Department to production representatives of the War Department in the field.

I am sorry to have to press you on this, but our agents are ready to go into the field and we have the necessary agents only until July 1st to do this work. Therefore the need is urgent.

Sincerely yours,

Mary Anderson, Director

MA:IS

Def Gnl
Wap

May 5, 1942

Commanding Officer
Lake Ontario Ordnance Works
Youngstown, New York

Attention: John D. Faulkner,
1st Lt., Ord. Dept.,
Adjutant.

Dear Sir:

In response to your letter of April 30 (LOOW 230.61), we shall be very glad to send to you ten copies of Women's Bureau Special Bulletin Number 2, "Lifting Heavy Weights in Defense Industries." The pamphlets will come to you direct from the Government Printing Office and it will probably take about two weeks for them to reach you.

Sincerely yours,

Mary Anderson, Director.

M:ed.

All communications should be addressed to "COMMANDING OFFICER, LAKE ONTARIO ORDNANCE WORKS"

TELEPHONE: 7881 NIAGARA FALLS
TELETYPE No. 26 LEWISTON, N. Y.

WAR DEPARTMENT
LAKE ONTARIO ORDNANCE WORKS
YOUNGSTOWN, N. Y.

POST OFFICE ADDRESS
YOUNGSTOWN, N. Y.
FREIGHT ADDRESS
MODEL CITY, N. Y.
EXPRESS ADDRESS
MODEL CITY, N. Y.
TELEGRAPH ADDRESS
NIAGARA FALLS, N. Y.

IN REPLY REFER TO: LOOW 230.61

JDF/ef

WOMEN'S BUREAU
MAY 2 - 1942
DEPARTMENT OF LABOR

April 30, 1942

U. S. Department of Labor
Washington, D. C.

Attention: Women's Bureau.

Gentlemen:

It will be appreciated if you will forward to this station ten (10) copies of Special Bulletin No. 2, "Lifting Heavy Weights in Defense Industries - Methods for Conserving Health of Women Workers".

For the Commanding Officer.

Very truly yours,

John D. Faulkner

JOHN D. FAULKNER,
1st Lt., Ord. Dept.,
Adjutant.

All communications should be addressed to "COMMANDING OFFICER, LAKE ONTARIO ORDNANCE WORKS"

TELEPHONE: 7881 NIAGARA FALLS
TELETYPE No. 26 LEWISTON, N. Y.

WAR DEPARTMENT
LAKE ONTARIO ORDNANCE WORKS
YOUNGSTOWN, N. Y.

POST OFFICE ADDRESS
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MODEL CITY, N. Y.
EXPRESS ADDRESS
MODEL CITY, N. Y.
TELEGRAPH ADDRESS
NIAGARA FALLS, N. Y.

JDF/ef

IN REPLY REFER TO: LOOW 230.61

April 30, 1942

U. S. Department of Labor
Washington, D. C.

Attention: Women's Bureau.

Gentlemen:

It will be appreciated if you will forward to this station ten (10) copies of Special Bulletin No. 2, "Lifting Heavy Weights in Defense Industries - Methods for Conserving Health of Women Workers".

For the Commanding Officer.

Very truly yours,

JOHN D. FAULKNER,
1st Lt., Ord. Dept.,
Adjutant.

Defense
War

HEADQUARTERS EDGEWOOD ARSENAL
CHEMICAL WARFARE SERVICE
OFFICE OF THE TECHNICAL DIRECTOR

AMA/hru

IN REPLY REFER TO

EDGEWOOD ARSENAL, MD.
May 2, 1942.

WOMEN'S BUREAU
MAY 8 - 1942
DEPARTMENT OF LABOR

Section of Publications,
Women's Bureau,
Washington, D. C.

Gentlemen:

If available for free distribution, we should very much like to have a copy of the following publication for the files of our Technical Library:

Bulletin 182 - Employment of Women in the Federal Government, 1923 to 1939.

When forwarding this literature, please address it to the Librarian, Technical Library.

Your favor will be very much appreciated.

5

Very truly yours,

Alice M. Amoss
Alice M. Amoss,
Librarian,
Technical Library.

MAY 6 '42

Rec'd B. P. R. MAY 6 1942

RECEIVED
MAY 6 1942 [illegible] DIVISION

Received

Defense

War

Remington
DU PONT

REMINGTON ARMS COMPANY, INC.

MANUFACTURERS OF
FIREARMS, AMMUNITION, CUTLERY
TRAPS TARGETS

CABLE ADDRESS
HARTLEY, BRIDGEPORT, CONN.
ALL CODES USED

CUTLERY WORKS, BRIDGEPORT, CONN.
ARMS WORKS, ILION, N. Y.

Remington

AMMUNITION WORKS, BRIDGEPORT, CONN.
BRIMSDOWN, MIDDLESEX, ENG.

DENVER, COLORADO

WOMEN'S BUREAU
MAY 4 - 1942
DEPARTMENT OF LABOR

Denver Ordnance Plant
Denver, Colorado
May 1, 1942

5/5

U. S. Department of Labor
Women's Bureau
Washington, D. C.

We would appreciate your sending to us three copies of Bulletin No. 2, "Lifting Heavy Weights in Defense Industries."

REMINGTON ARMS COMPANY, INC.

J. W. Watson
Supervisor of Fire Protection
and Safety Division

ee

Original
sent to
Miss Ward
in Phila

May 30, 1942

SPMGS 004 (General)

Miss Emma F. Ward
United States Department of Labor
Women's Bureau
Washington, D. C.

Dear Miss Ward:

Pursuant to the request of Miss Mary Anderson, Director of the Women's Bureau, U. S. Department of Labor, this is authority to visit the Crown Can Company, Philadelphia Insulated Wire Company, Leeds and Northup & Company, and the Yale and Towne Manufacturing Company, Philadelphia, Pennsylvania, between May 28 and June 10, 1942.

It is understood that the purpose of the visit is to secure data on specific hazards to women in war plants due to the use of toxic agents, and machinery.

Upon arrival at the above named plants you should identify yourself, comply with all local regulations as to signing the register and securing a badge or pass, and establish contact with the proper plant officials and Government representatives.

Very truly yours,

Alton C. Miller
Lt. Colonel, Infantry
Executive Officer
Internal Security Division
Office of The Provost Marshal General

Copies to:
U.S. Dept. of Labor (2)
Chief, Chemical Warfare Service
Chief Signal Officer
C.G., Army Air Forces
Procurement Districts,
CWS, CSO, AAF.

COPY

Nov. 8

WAR DEPARTMENT
HEADQUARTERS SECOND CORPS AREA
OFFICE OF THE CORPS AREA QUARTERMASTER
GOVERNORS ISLAND, N. Y.

In Reply Refer To
004
SPKBQ-A-PP

May 29, 1942

Martin Dyeing & Finishing Co.
E. Commerce St. & East Ave.
Bridgeton, N. J.

Gentlemen:

This will introduce -

MRS. CARRIE G. HAGER

MISS E. MARIE McCABE

of the Women's Bureau, U. S. Department of Labor, who, upon presentation of proper Department of Labor credentials, shall be admitted to your plant for the purpose of making a survey of conditions under which women are working.

This written authority, bearing official seal below, becomes void June 30, 1942, and should not be honored after that date.

Very truly yours,

(Signed) EUGENE F. GRUNEWALD
Lt. Colonel, Q. M. C.
Plant Protection Officer

C O P Y

WAR DEPARTMENT
HEADQUARTERS SECOND CORPS AREA
OFFICE OF THE CORPS AREA QUARTERMASTER
GOVERNORS ISLAND, N. Y.

In Reply Refer To
004
SPKBQ-A-PP

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E. Commerce St. & East Ave.
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Plant Protection Officer

C O P Y

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HEADQUARTERS SECOND CORPS AREA
OFFICE OF THE CORPS AREA QUARTERMASTER
GOVERNORS ISLAND, N. Y.

In Reply Refer To
004
SPKBQ-A-PP

May 29, 1942

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Very truly yours,

(Signed) EUGENE F. GRUNEWALD
Lt. Colonel, Q. M. C.
Plant Protection Officer

Capt. Moffie.
6495 War Dept.
Rep 490

Genl. Files

May 28, 1942

Memorandum

To: Internal Security Division
Office of The Provost Marshal General
Headquarters, Services of Supply
War Department
Washington, D. C.

From: Women's Bureau
U. S. Department of Labor

May we have clearance for the following plant and personnel?

1. Plant to be visited: Master Electric Company
Dayton, Ohio.

2. Purpose of the visit: To secure factual data concerning the substitution of women on men's jobs.

3. Representative: Margaret Kay Anderson, Field Investigator for the Women's Bureau, a loyal citizen of the United States.

Women's Bureau
U. S. Department of Labor
Washington

May 19, 1942

Agreement with Colonel Englehart, Internal Security Division, War Department, concerning changes in procedure as covered by memorandum of May 18th. Because of the variety of the work of the Women's Bureau and the difficulty of stating exact date or person who may visit specific plant, the following arrangements are made:

The Bureau will transmit to the Office of the Provost Marshal General, marked for the attention of the Internal Security Division periodically, the following data:

The plants to be visited in a certain area;

The purpose of the visit;

The representatives who will be working in the area;

The period during which the visit may occur.

The Provost Marhsal General will then clear with the District representative of each group of plants. The District representative will in turn notify the specific plant. When the Women's Bureau representative appears, her name will be checked off the list furnished to the plant.

Bertha M. Nienburg

May 26, 1942

MEMORANDUM

To: Internal Security Division
Office of The Provost Marshal General
Headquarters, Services of Supply
War Department
Washington, D. C.

From: Women's Bureau
U. S. Department of Labor

Subject: Plant clearance for employees in Philadelphia and Lancaster, Pennsylvania

The Women's Bureau is undertaking an investigation of conditions under which women are working in private war contract plants in Philadelphia and Lancaster, Pennsylvania, with a view toward securing data on specific hazards to women in war plants, due to (1) use of toxic agents, and (2) machinery. To this end, it is requested that the following industrial experts be given clearance from May 28 to June 10 in the plants listed herein.

All representatives are loyal citizens of the United States and are equipped with identification cards conforming to your minimum standards for visitors to war production plants.

Emma F. Ward - May 28 - June 10 - Philadelphia, Pa.
    S. K. F. Industries
    Crown Can Co.
    DeLong Hook and Eye Co.
    Philadelphia Insulated Wire Co.
    Leeds and Northup Co.
    Henry Disston and Sons
    Proctor and Schwartz
    Yale and Towne Mfg. Co.

Margaret T. Mettert - June 1 - 4 - Lancaster, Pa.
    Armstrong Cork Company
    Specialty Screw Machine Products Co.
    Hamilton Watch Company

MEP:LW

May 21, 1942

MEMORANDUM

To: Internal Security Division
Office of The Provost Marshal General
Headquarters, Services of Supply
War Department

From: Women's Bureau
U. S. Department of Labor

Subject: Concerning plant clearance for employees in New Jersey

The Women's Bureau is undertaking an investigation of conditions under which women are working in private war contract plants in the State of New Jersey with the view toward overcoming some of the complaints now received at the Bureau. To this end, it is requested that the following industrial experts be given clearance from May 25th through June 30th in the plants listed herein. All representatives are loyal citizens of the United States and are equipped with identification cards conforming to your minimum standards for visitors to war production plants. Caroline Manning is in charge of the New Jersey survey.

Caroline Manning
E. Marie McCabe
Suzanne A. Wunder
Marguerite L. Ingram
Sarah E. Thurman
Carrie G. Hager
Helen B. Sater
Claire O. Page

Plants to be visited. Clearance is requested for textiles and men's apparel group by May 25th, if possible.

Textiles War Contracts Firms

Town	Firm
Bayonne	Kramer Tie Company
Bloomfield	Thomas Oakes & Company
Bridgeton	Martin Dyeing & Finishing
	Prendergast Mills
Cliffwood	Endurette Corporation
Clifton	Dundee Mills (Cheney Bros.)
	Fabricote, Inc.
	Forstmann Woolen Company
	Gera Mills (N.J. Worsted)
Garfield	Gera Mills (N.J. Worsted)

Textiles (cont'd)

Town	Firm
Jersey City	Fish net and twine nets
	Textile Proofers
Montclair	Bridgewater Woolen Co. Mass
	No. Bellerica Co. Mass
Mount Holly	North Ampyon Textile North ampton
North Bergen	Frank IX & Sons
Millville	Millville Manufacture
Passaic	United Handkerchief
	Botany Mills
	Nadler Sportswear
	Winchester MillsP — Tenn.
Paterson	Linen Thread (camouflage nets)
	Westerhoff Fabrics
	Cohn Hall-Marx Co.
Trenton	Princeton Worsted
	Nat'l. Automotive Fibers (probably not weaving)
	Sloan-Blabou (duck)

Men's apparel War Contracts firms

Asbury Park	Atlantic Sportswear
	Rose Coat and Suit
Camden	Maxwell Cloak Co.
Clifton	Israel Kleinman
Egg Harbor City	Jos. Petrilli
	Stan-Lou Corp.
Elizabeth	Rubin Trimming Works
	Perfection Leather Sportswear
	Mirabelli
	Fordham Shirt Co.
Hoboken	Alpine Cap Co.
Irvington	Style Craft Mfg. Co.
Jersey City	Noma Hat Co.
Linden	Allied Clothing Co.
Manville	Rock Mfg. Co.
Millville	Cumberland Cloak Co.
North Bergen	Boulevard Sportswear
New Brunswick	Sandler Bros.
Newark	L. E. Carpenter
	Epiotta & Co.
Nutley	Electro Technical Prod.
Paulsboro	Superior Coat Co.
Passaic	Novelty Sportswear
	D. & R. Clothing Co.
Paterson	Jersey Coat Co.
	Simon & Cohn
	Munro Athletic Prod.
Schneider B	Schneider Bros.

Men's apparel (cont'd)

Town	Firm
Long Branch	United Sheeplined Clothing
Red Bank	Sigmund Eisner
Riverside	Century Mills
South River	South River Coat Co.
Trenton	Philmac Sportswear
	Mercer Clothing Co.
	Charm Inc.
	Davis Sportswear
	Switlik Parachute Equipment
Vineland	Benjamin Clothing Co.
	B. & G. Pants Mfg.
	De Rossi & Sons
	Shapiro Clothing
	Tursini & Co.
Wildwood	Harry Cinalli
Woodbine	Kravitz Clothing
	Jacob M. Franklin

Electrical Products and Parts 1/
(War Contracts Firms)

Arlington	Lovell Dressel
Bloomfield	Star Electric Motor Co.
	Westinghouse
Camden	R. C. A.
Hillside	Hatfield Wire-Cable Co.
Kearny	Western Electric
Newark	Weston Electric Instrument Co.
	United Electronics
	Nat'l. Union Radio Corp.
	Continental Electric
	Federal Telegraph Co.
Passaic	Okonite Co.
	Allen B. DuMont Lab.
Harrison	R. C. A.
Newark	R. C. A.
Jersey City	Westinghouse
Newark	Westinghouse
Trenton	Westinghouse
Clifton	Western Electric Co.
Newark	Western Electric Co.
Clifton	Okonite Co.
Paterson	Okonite Co.

1/ Cannot tell yet which units best to select- where large firms have more than one unit.

Ordnance War Contracts Firms

Town	Firm
Arlington	Emeloid
	Pollak Mfg. Co.
Bloomfield	Walter Kiddle & Co.
Camden	Warren Webster
Clifton	Continental Can
Elizabeth	American Type Founders
Elizabeth (Bayway in)	Phelps Dodge
Harrison	Worthington Pump & Machine Corp.
Hoboken	Keuffel & Esser
Harrison	Crucible Steel Co.
Newark	Breeze Corp.
	Kraeuter & Co.
Perth Amboy	Hercules Powder
Pompton Lakes	duPont deNemours

Ordnance or Signal Corps Products

Town	Firm
Harrison	Driver Harris Co.
Kearney	Clanese Corp. of America
Matawan	Hanson Van Winkle Munning Co.
Newark	Tung Sol Lamp and Radio Tube
Trenton	Crescent Insulated Wire & Cable Co.
South Plainfield	Cornell Dubilier Co. Wage Com

Aircraft War Contracts Firms

Town	Firm
Bendix	Air Associates
Bloomfield	General Motors
Clifton	Air Cruisers, Inc.
Linden	General Motors
Newark	Airway Mfg. Corp.
Paterson	Wright Aeronautical
Trenton	Winner Mfg.
	General Motors
Weehawken	General Motors

Pharmaceutical and Miscellaneous War Contracts Firms

Town	Firm
Belleville	Isolantite Co.
Dover	Seeley Tube & Box
East Orange	Edison Inc.
Jersey City	Colgate-Palmolive Peet
New Brunswick	Johnson & Johnson
Newark	C. R. Daniels, Inc.
	National Union Radio
	Rubberset Co.
	Davis Emergency Equipment
Kearny	Congoleum-Nairn
Orgnge	Monroe Calculating Machine
Rahway	Merck & Co.
Rutherford	East Rutherford Syringes
Orange	Henry L. Crowley & Co.
Newark	Jewel Lamp & Signal Light
East Newark	Jewel Incandescent Lamp Co.

War Dep

Women's Bureau
U. S. Department of Labor
Washington

May 19, 1942

Agreement with Colonel Englehart, Internal Security Division, War Department, concerning changes in procedure as covered by memorandum of May 18th. Because of the variety of the work of the Women's Bureau and the difficulty of stating exact date or person who may visit specific plant, the following arrangements are made:

The Bureau will transmit to the Office of the Provost Marshal General, marked for the attention of the Internal Security Division periodically, the following data:

The plants to be visited in a certain area;

The purpose of the visit;

The representatives who will be working in the area;

The period during which the visit may occur.

The Provost Marhsal General will then clear with the District representative of each group of plants. The District representative will in turn notify the specific plant. When the Women's Bureau representative appears, her name will be checked off the list furnished to the plant.

Bertha M. Nienburg

File
War

ALL COMMUNICATIONS SHOULD BE ACCOMPANIED BY CARBON COPY AND ADDRESSED TO

WAR DEPARTMENT
CINCINNATI ORDNANCE DISTRICT
BIG FOUR BUILDING
CINCINNATI, OHIO

TO INSURE PROMPT ATTENTION
IN REPLYING REFER TO
004. NO. ~~Misc.~~/ 240
ATTENTION OF Frigidaire
Plant Security Service

M. Higdon/hc

May 9, 1942

H. S. Copy
[illegible]
[illegible]

U. S. Department of Labor
Women's Bureau
Washington

Attention: Miss Bertha M. Nienburg, Asst. Director

Gentlemen:

Arrangements have been made for the visit of Miss Elisabeth Christman to the Frigidaire Division, G.M.C., Dayton, Ohio. Individuals who enter such plants should be provided with proper identification so that there will be no question as to these individuals being bona fide representatives of the U. S. Department of Labor.

In cases where plants have classified contracts it will be necessary that your representatives are American citizens and they should have their birth certificates with them to prove the fact.

As the Packard Plant at Warren, Ohio is not under the jurisdiction of this office, you will have to contact the Cleveland Ordnance District for permission for the visit of Miss Christman to that plant.

Yours very truly,

A. C. Rasmussen (MVH)

A. C. RASMUSSEN
Major, Ordnance Dept.
Chief, Plant Security
Service

PRODUCTION MUST NOT BE INTERRUPTED

Defense - War.

ALL COMMUNICATIONS SHOULD BE ACCOMPANIED BY CARBON COPY AND ADDRESSED TO

WAR DEPARTMENT
OFFICE OF THE CHIEF OF ORDNANCE
WASHINGTON

TO INSURE PROMPT ATTENTION
IN REPLYING REFER TO
OO No. 675
ATTENTION OF 65057 - Coosa River

58

70

1284

March 9, 1942

Mary Anderson, Director
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Madam:

In reply to your letter of February 27, 1942, in which you ask that your representative be permitted to interview the Commanding Officer, Coosa River Ordnance Plant, relative to the labor conditions of women employed in that plant, instructions are being issued to Major Pruden, Commanding Officer, authorizing him to discuss such working conditions of women with your representative so long as he does not disclose information of a classified nature and under conditions which will not result in possible claims against the Government.

Major Pruden will of course require proper identification of your representative.

Sincerely yours,

CMWesson
C. M. WESSON
Major General, Chief of Ordnance

Copy sent to Miss Ziegler

FOR VICTORY
BUY
UNITED
STATES
DEFENSE
BONDS
AND
STAMPS

Col. Engelhart - War Dept
Branch 6495

May 18, 1942.

Miss Mary Anderson
Director of the Women's Bureau
Department of Labor
Washington, D. C.

Dear Miss Anderson:

Pursuant to your request concerning the procedure to be followed by representatives of your office in gaining admission to plants engaged in war production, the attached memorandum of procedure has been prepared.

The Provost Marshal General is charged, among other things, with supervision of internal security, and this procedure is intended to exclude casual visitors and imposters, to limit the possibility of sabotage and to safeguard military information, in addition to the necessity for limiting interference with production, For these reasons the War Department does not issue blanket clearances to any agency.

I should appreciate any comments which you may have so that a definite routine will be established immediately.

Sincerely yours,

JAMES P. MITCHELL
Director, Civilian Personnel Division
Headquarters, Services of Supply

1 Incl.
Memorandum

Copy to accompany original

MEMORANDUM OF PROCEDURE TO BE FOLLOWED BY REPRESENTATIVES OF THE WOMEN'S BUREAU OF THE DEPARTMENT OF LABOR, IN OBTAINING ADMISSION TO PLANTS ENGAGED ON IMPORTANT WAR ORDERS.

1. Names of persons designated by the Women's Bureau of the Department of Labor to act as its representatives to visit plants engaged on important war orders, with certification by the Department of Labor that each representative is known to be a loyal citizen of the United States, will be transmitted to the Internal Security Division, Office of The Provost Marshal General, Headquarters, Services of Supply.

2. Each designated representative of the Women's Bureau must be provided with an identification card conforming to the following minimum standards established for visitors to war production plants:

"a. The Full name of the representative

b. His home address and business address

c. A statement of weight, height, color of hair and eyes

d. A photograph securely attached to the card with the seal of the company stamped or embossed to include a portion of the area of the photograph.

e. Signature of the representative

f. Date and place of birth

g. Signature of an official of your company certifying that the person identified is a representative of your company and that he is a United States citizen

h. A fingerprint of one or both thumbs"

(In paragraphs d and g substitute "Department of Labor" for Company.)

3. Each request for clearance for a visit to a war production plant will be transmitted to the Office of The Provost Marshal General, marked for the attention of the Internal Security Division, a minimum of 48 hours in advance of the proposed visit, and will include the name of the visitor, the plant to be visited, the purpose of the visit, the date of arrival and the probable duration of the visit. The Office of The Provost Marshal General will transmit a letter of clearance, with a signed duplicate copy, to the Department of Labor.

4. Upon arrival at the plant, the representative will present both her identification card and a signed copy of the letter of clearance, will comply with all local regulations such as signing the register and securing a badge or pass, and establishing contact with the proper plant official and government representative.

For The Provost Marshal General:

Homer W. Jones
Colonel, J.A.G.D.
Chief, Internal Security Division

WAR DEPARTMENT June, 1942

War Dept
Defense

June 30, 1942

Labor Relations & Training Section
Attention: Mr. J. F. McIver
Chicago Ordnance District
38 South Dearborn Street
Chicago, Illinois

Gentlemen:

In response to your letter of June 26 (461/1092), we shall be very glad to send to you twenty-five copies of Women's Bureau Special Bulletin Number 2, "Lifting Heavy Weights in Defense Industries."

The Pamphlets will come to you direct from the Government Printing Office and it will probably take about two weeks for them to reach you.

Sincerely yours,

Mary Anderson, Director.

MA;ed.

McIVER/eb

IN REPLY REFER TO:
CHGO. O. D. # 461/1092
ATTENTION OF **Labor Relations and Training Section**

WAR DEPARTMENT
CHICAGO ORDNANCE DISTRICT
FIRST NATIONAL BANK BUILDING
CHICAGO, ILLINOIS

June 26, 1942

WOMEN'S BUREAU
JUN 29 1942
DEPARTMENT OF LABOR

United States Department of Labor
Women's Bureau
Washington, D. C.

Gentlemen:

It is requested that twenty-five (25) copies of the booklet titled LIFTING HEAVY WEIGHTS IN DEFENSE INDUSTRIES - Special Bulletin No. 2, be sent to:

Labor Relations & Training Section
Attention: Mr. J. F. McIver
Chicago Ordnance District
38 South Dearborn Street
Chicago, Illinois

This material will be of considerable value to this department in assisting Ordnance contractors to train women in defense work.

Thanking you,

Very truly yours,

Robert N. Voigt

Robert N. Voigt
Captain, Ord. Dept.
Assistant

TO AVOID DELAYS, ALL COMMUNICATIONS SHOULD BE ACCOMPANIED BY CARBON COPY AND SHOULD BE ADDRESSED TO "CHICAGO ORDNANCE DISTRICT" AND NOT TO ANY INDIVIDUAL.

McIVER/eb

WAR DEPARTMENT
CHICAGO ORDNANCE DISTRICT
FIRST NATIONAL BANK BUILDING
CHICAGO, ILLINOIS

IN REPLY REFER TO:
CHGO. O. D. #
ATTENTION OF
Labor Relations
and Training Section

June 26, 1942

CHGO. ORD. WAR DEPT
JUN 26 1942

United States Department of Labor
Women's Bureau
Washington, D. C.

Gentlemen:

It is requested that twenty-five (25) copies of the booklet titled LIFTING HEAVY WEIGHTS IN DEFENSE INDUSTRIES - Special Bulletin No. 2, be sent to:

Labor Relations & Training Section
Attention: Mr. J. F. McIver
Chicago Ordnance District
38 South Dearborn Street
Chicago, Illinois

This material will be of considerable value to this department in assisting Ordnance contractors to train women in defense work.

Thanking you,

Very truly yours,

Robert N. Voigt
Captain, Ord. Dept.
Assistant

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War Dept
Defense

June 30, 1942.

War Department
Gopher Ordnance Works
P. O. Box 3511
St. Paul, Minnesota

Gentlemen:

In response to your request of June 26 (GOW 710/2), we shall be very glad to send to you twenty-five copies of Women's Bureau Bulletin, "Lifting Heavy Weights in Defense Industries."

The pamphlets will come to you direct from the Government Printing Office and it will probably take about two weeks for them to reach you.

Sincerely yours,

Mary Anderson, Director.

MA:ed.

COMMUNICATIONS SHOULD BE ACCOMPANIED BY CARBON COPY AND ADDRESSED TO

WAR DEPARTMENT
GOPHER ORDNANCE WORKS
P. O. BOX 3511
ST. PAUL, MINNESOTA

WOMEN'S BUREAU
JUN 29 1942
DEPARTMENT OF LABOR

RMP/kjb/aj

IN REPLYING REFER TO
GOW No. 710/2

June 26, 1942.

Subject: Lifting Heavy Weights in Defense Industries - Special Bulletin No. 2.

To: Women's Bureau, U. S. Department of Labor, Washington, D. C.

1. Request that a supply of Special Bulletin No. 2, "Lifting Heavy Weights in Defense Industries" be forwarded to this office.

For the Commanding Officer:

Rex M. Pruitt

REX M. PRUITT,
2nd Lt., Ord. Dept.,
Adjutant.✓

COMMUNICATIONS SHOULD BE ACCOMPANIED BY CARBON COPY AND ADDRESSED TO

WAR DEPARTMENT
GOPHER ORDNANCE WORKS
P. O. BOX 3511
ST. PAUL, MINNESOTA

RMP/kjb/aj

IN REPLYING REFER TO
GOW NO. 710/2

June 26, 1942.

Subject: Lifting Heavy Weights in Defense Industries - Special Bulletin No. 2.

To: Women's Bureau, U. S. Department of Labor,
Washington, D. C.

1. Request that a supply of Special Bulletin No. 2, "Lifting Heavy Weights in Defense Industries" be forwarded to this office.

For the Commanding Officer:

REX M. PRUITT,
2nd Lt., Ord. Dept.,
Adjutant.

COMMUNICATIONS SHOULD BE ACCOMPANIED BY CARBON COPY AND ADDRESSED TO

WAR DEPARTMENT
GOPHER ORDNANCE WORKS
P. O. BOX 3511
ST. PAUL, MINNESOTA

RMP/kjb/aj

IN REPLYING REFER TO
GOW NO. 710/2

June 26, 1942.

Subject: Lifting Heavy Weights in Defense Industries - Special Bulletin No. 2.

To: Women's Bureau, U. S. Department of Labor, Washington, D. C.

1. Request that a supply of Special Bulletin No. 2, "Lifting Heavy Weights in Defense Industries" be forwarded to this office.

For the Commanding Officer:

REX M. PRUITT,
2nd Lt., Ord. Dept.,
Adjutant.

File War Staff
Defense

June 30, 1942

Capt. Henry Ehrlich
Industrial Section, Public Relations Branch
War Department, Headquarters Services of Supply
Washington, D. C.

My dear Capt. Ehrlich:

Thank you so much for sending us a copy of the Ordnance Safety Manual, in response to our request to Col. Ginsburgh, and also for referring our request to Mr. Mitchell for the remaining publications asked for.

Sincerely yours,

Mary Anderson, Director

MA:IS

WAR DEPARTMENT
HEADQUARTERS, SERVICES OF SUPPLY
WASHINGTON, D. C.

June 25, 1942

WOMEN'S BUREAU
JUN 26 1942
DEPARTMENT OF LABOR

Mimeo sent to
Mrs. Mettert
[illegible]

Miss Mary Anderson
Director of the Women's Bureau
Department of Labor
Washington, D. C.

Dear Miss Anderson:

Enclosed is a copy of the Ordnance Safety Manuel which you requested in your letter to Colonel Ginsburgh.

For the remaining publications I referred your letter to Mr. James Mitchell, Director of Civilian Personnel, Headquarters, Services of Supply, and I assume you will hear from him.

Sincerely,

Henry Ehrlich
HENRY EHRLICH
Captain, A.U.S
Industrial Section
Public Relations Branch

Thanks

Encl.

Schafer's copy
please
return

June 22, 1942

Col. A. Robert Ginsburgh, Chief
Bureau of Public Relations
War Department
Washington, D. C.

My dear Col. Ginsburgh:

The Women's Bureau of the U. S. Department of Labor would greatly appreciate receiving any technical bulletins or other material issued by the War Department on the subjects of aircraft, ammunition, guns and gun carriages, parachutes, and any other items of ordnance in the manufacture of which women are being employed.

Also, it would be helpful if we could have for use in the Bureau a copy of the Ordnance Safety Manual, published by the Chief of Ordnance in December 1941.

Sincerely yours,

Mary Anderson, Director

IS

Schafer [illegible]
Ordnance [illegible]

Copy in Dean [illegible]

June 20, 1942

Major General Levin H. Campbell
Chief of Ordnance
War Department
Washington, D. C.

My dear General Campbell:

The members of our staff have been working with the District Officers of the Ordnance Department for the purpose of securing information on women in artillery ammunition plants. in 1942. I am enclosing the report.

We would like from the Ordnance Department technical advice concerning terms used in the report, as well as checking of the material for errors. We also wish to have the report cleared so that it can be mimeographed and sent to the employers in this industry who wish to employ women. While the report has been checked by the Women's Bureau, we wish to have it as correct as possible by having the Ordnance Department check it for accuracy.

As this report is particularly valuable for use at this time, we would appreciate an early reply.

Sincerely yours,

Mary Anderson, Director

MA:IS

Returned by
Maj. Carruthers & his
letter acknowledged 7/9/42

Letter of June 13 to
Cleve. Ordnance
not yet recieved from
Mettert.

War

June 25, 1942

Lt. Col. George K. Engelhart
Internal Security Division
War Department
Washington, D. C.

Dear Colonel Engelhart:

The Women's Bureau has been asked by Dr. Rudolph Sievers of the Division of Industrial Hygiene of the Public Health Service to decide whether women can be employed successfully in occupations in the manufacture of TNT.

In order to make such a determination it will be necessary to study the occupations in a representative plant. For this purpose I request permission for Mrs. Margaret T. Mettert of the Women's Bureau Research Division to visit the Plum Brook TNT Plant, Sandusky, Ohio, operated by the Trojan Company.

Sincerely yours,

Mary Anderson, Director

MTM:ld

THE American Bill of Rights was ratified on December 15, 1791. The Sesquicentennial Anniversary is celebrated throughout the Nation in accordance with a Joint Resolution of Congress and a Proclamation of the President

GPO 16—24829-1

ALL COMMUNICATIONS SHOULD BE ACCOMPANIED BY CARBON COPY AND ADDRESSED TO

WAR DEPARTMENT
CLEVELAND ORDNANCE DISTRICT
1006 TERMINAL TOWER
CLEVELAND, OHIO

IN REPLY REFER TO
CLD No. 682.2

C/JTB:rbj

June 20, 1942

WOMEN'S BUREAU
JUN 24 1942
DEPARTMENT OF LABOR

Miss Mary Anderson, Director
U. S. Department of Labor
Women's Bureau
Washington, D. C.

Dear Miss Anderson:

Acknowledgment is made of the receipt of your letter of June 13, 1942, requesting permission for Mrs. Margaret T. Mettert of the Women's Bureau Research Division, to visit the TNT plant operated by the Trojan Company at Sandusky, Ohio.

Due to the high safety standards set for loading plants by the Office of The Chief of Ordnance, it will be necessary that your request be submitted to that office, attention of the Plant Security Division.

This office is not authorized to grant permission for a visit to the Plum Brook Plant.

Very truly yours,

J. T. Babbitt

J. T. BABBITT
1st Lt., Ord. Dept.
Assistant

"All communications should be in duplicate and addressed to the Deputy District Chief, Cleveland Ordnance District."

June 23, 1942

Cleveland Ordnance District
1450 Terminal Tower Building
Cleveland, Ohio

Gentlemen:

I wrote you on June 13 requesting permission for Mrs. Margaret T. Mettert to visit the TNT plant at Sandusky, Ohio, for the purpose of deciding whether women can be employed successfully in occupations in the manufacture of TNT. This question was brought to the Women's Bureau by Dr. Rudolph Sievers of the U. S. Public Health Service. I am sure you will agree that if women are to work in this industry it is important to know where they can most effectively be used and possible changes that will be necessary in plant facilities as well as to evaluate the effect of such work on the health of women.

I will appreciate an early reply granting permission for this visit.

Sincerely yours,

Mary Anderson, Director

MTM:ld

Defense Gen

June 24, 1942.

Captain E.S.Franklyn
Frankford Arsenal
Philadelphia, Pennsylvania

My dear Captain Franklyn:

We have your request of June 22 for 15 copies of our ammunition reports, to be sent to the librarian and they will be forwarded direct from the Government Printing Office. A report covering our most recent survey in this field will be ready shortly and copies will be sent at that time.

Sincerely yours,

Mary Anderson, Director

Done

GPO

6/30

15 copies of ammun. reports
for librarian
Also new survey

ALL COMMUNICATIONS SHOULD BE ADDRESSED TO "THE COMMANDING OFFICER, FRANKFORD ARSENAL."

TELEGRAPH ADDRESS:
PHILADELPHIA, PA.

P.O. ADDRESS:
BRIDESBURG STATION,
PHILADELPHIA, PA.

EXPRESS ADDRESS:
NORTH PHILADELPHIA, PA.

FREIGHT ADDRESS:
(C. L.) BRIDESBURG, PA.
(L. C. L.) FRANKFORD, PA.

FRANKFORD ARSENAL
PHILADELPHIA, PA.

ET:ebl

June 22, 1942

Fa461/4455

Subject: Publications

To: United States Labor Department,
Womens Bureau,
Washington, D. C.

1. It is requested that fifteen copies of each of the following publications be sent to this Arsenal:

Employment of Women in the Manufacture of Small Arms Ammunition

Employment of Women in the Manufacture of Artillery Ammunition

2. It is requested that the publications be directed to the attention of the librarian.

For the Commanding General:

N. S. FRANKLYN
Capt., Ord. Dept.
Assistant

War Dept
Defense

June 22, 1942

Col. A. Robert Ginsburgh, Chief
Bureau of Public Relations
War Department
Washington, D. C.

My dear Col. Ginsburgh:

The Women's Bureau of the U. S. Department of Labor would greatly appreciate receiving any technical bulletins or other material issued by the War Department on the subjects of aircraft, ammunition, guns and gun carriages, parachutes, and any other items of ordnance in the manufacture of which women are being employed.

Also, it would be helpful if we could have for use in the Bureau a copy of the Ordnance Safety Manual, published by the Chief of Ordnance in December 1941.

Sincerely yours,

Mary Anderson, Director

IS

June 16,1942

Miss Anderson,

According to the men I saw yesterday at the War Department, we should write to the Bureau of Public Relations of the War Department for any pamphlets or bulletins that we should like to have.Supposedly there is no complete list of the available material but I know there are many technical bulletins which might be valuable to the Bureau.It was suggested that we ask for technical bulletins and other available material by subjects.For a first try,we might ask for material on aircraft,ammunition,guns and gun carriages, parachutes,and any other items of ordnance in the manufacture of which a good many women are being employed.

There is also an Ordnance Safety Manual,published by the Chief of Ordnance,which I obtained in our library.It would be vaulable to us,especially to Mrs.Mettert.However the men I saw did not think it would be possible to obtain any copies of this manual and claimed that it was not being given to all libraries now. A new edition came out in Dec., 1941.

The Public Contracts people across from Miss Spring's office have some of the technical manuals on aircraft,parachutes,etc.,because I saw some of them there.Apparently some have been given out in the past therefore.

Martha Ziegler

War Defense

ALL COMMUNICATIONS SHOULD BE ACCOMPANIED BY CARBON COPY AND ADDRESSED TO

WAR DEPARTMENT
NEW YORK ORDNANCE DISTRICT
NEWARK SUB-OFFICE
20 WASHINGTON PLACE
NEWARK, N. J.

Warthman/rmb

IN REPLYING REFER TO
Attn: Lt. K. L. Warthman No.
Gage Laboratory

WOMEN'S BUREAU
JUN 20 1942
DEPARTMENT OF LABOR

June 18, 1942

U. S. Department of Labor
Women's Bureau
Washington, D. C.

Attention: Miss Mary V. Robinson

Dear Miss Robinson:

The photographs referred to in your letter of May 28, 1942, are inclosed herewith. The correct names are shown on the reverse side of the photographs.

We were unable to furnish you with these photographs sooner, as it was necessary to have the approval of the Public Relations Officer of the New York Ordnance District for their release.

For the Deputy District Chief:

Very truly yours,

K. L. Warthman.

K. L. WARTHMAN
1st Lt., Ord. Dept.
Assistant

Incls. 3

Files

Safety

War

June 20, 1942

Major General Levin H. Campbell
Chief of Ordnance
War Department
Washington, D. C.

My dear General Campbell:

The members of our staff have been working with the District Officers of the Ordnance Department for the purpose of securing information on women in artillery ammunition plants. in 1942. I am enclosing the report.

We would like from the Ordnance Department technical advice concerning terms used in the report, as well as checking of the material for errors. We also wish to have the report cleared so that it can be mimeographed and sent to the employers in this industry who wish to employ women. While the report has been checked by the Women's Bureau, we wish to have it ax correct as possible by having the Ordnance Department check it for accuracy.

As this report is particularly valuable for use at this time, we would appreciate an early reply.

Sincerely yours,

Mary Anderson, Director

MA:IS

Memorandum
To:Miss Anderson

June 16,1942

From:Miss Ziegler

Yesterday afternoon I conferred with Capt.Goulard,Capt.Sanna, and Mr.Copperthite from the Ordnance Division of the War Department and also with Lt.Ingals,from Services and Supply,representing Maj.Weber's Office and Lt. H.G.Jones and another officer from the Plant Security Division.These men asked questions concerning the purposes of our report on Women in Artillery Ammunition Plants in 1942 ,to whom we proposed to make the report available,etc.I showed them copies of the first report on artillery ammunition published by the Bureau and said that the report we were submitting to the War Department was designed a supplement to our first report, to show the jobs in which women were actually working in the new plants. I said that I thought we had planned to have the report mimeographed and to make it available to officials of the various ammunition plants,to other government agencies, and probably to other individuals requesting copies.

After a long discussion it was decided that Lt.Jones would keep one copy of the proposed report and would see that someone started to read it. However the men agreed that another copy should be sent with a letter signed by the Director of the Women's Bureau to the Chief of Ordnance,who is Major General Levin H.Campbell.We were requested not to mention that one copy had already been left with Lt.Jones, but I was assured that the letter, and the copy, sent to Gen. Campbell would eventually reach Lt.Jones. By that time some of the necessary work of going over the report would probably already have been done.

Capt.Goulard said that we should be sure to mention in the letter the following points:

1. That we wished technical advice concerning terms used in the report and to have the material checked for errors .
2. That we wished to have the report cleared so that it could be mimeographed.

Perhaps it would also be well to state whether we wish to make the report generally available to the public.

A rough draft of the report is attached to this memo. If this one is sent to Gen. Campbell I suppose we should say that it has not been edited asyet. However Miss Hyde's division is now going over the report and could perhaps send a re-typed copy in a few days. Perhaps you would prefer to send an edited copy to General Campbell although such a procedure might delay things a little.

three plants making material for the Navy were visited. One of these was not yet operating and another (Naval Fuze Loading Plant - see below) one gave us only a very small amount of information and no plant visit was made. The third was making goods for both the Army and the Navy. Under the circumstances I doubt if it is necessary to contact the Navy, too, but perhaps you will want to do that.

Miss Nienburg had a little correspondence with Maj.-Gen. Wesson who was chief of ordnance before he retired recently and I am attaching my copies of it in case you should want to look at it.

For your information I am also attaching copies of some of the correspondence which was carried on with Admiral Blandy of Naval Ordnance. The commanding officer of the Naval Fuze Loading Plant gave us no information about jobs and so none is included in the report but some estimates concerning numbers employed, obtained from the Employment Service, and information obtained from the Macon Vocational School concerning the training course the school has been giving for the plant have been included. I wrote Miss Nienburg a long letter concerning our interview with the Commanding officr at the Naval Fuze Loading Plant at Macon. She told me when I returned to Washington that she did get a favorable reply from Admiral Blandy with reference to our visit but that it came too late. Since we got no information from the plant itself, except a chance to look at the plant cafeteria and an estimate concerning the proportion, but not the number, of women to be employed, I do not imagine that we need to consult the Navy about this report. Miss Nienburg said she thought it was all right to include the Naval Fuze Plant in our general statistics.

File

Defense
War

June 15, 1942

Mr. A. T. Wallis, Expediter
Remington Arms Company, Inc.
Salt Lake City, Utah.

ATTENTION: Mr. D. J. Cameron
Purchasing Section.

Dear Sir:

In reply to your letter of June 11th, the order you refer to was probably directed to the Superintendent of Documents (see our letter to Mr. Forsberg, of May 13th).

We have called the Government Printing Office and find your order left there, by registered mail, on June 8th, and I hope the bulletins have been received by this time.

Very truly yours,

Mary Anderson, Director

rfn
ec

Remington
DU PONT

CABLE ADDRESS
HARTLEY, BRIDGEPORT, CONN.
ALL CODES USED

REMINGTON ARMS COMPANY, INC.

MANUFACTURERS OF
SPORTING FIREARMS, AMMUNITION
TRAPS
TARGETS

MILITARY DIVISION
Remington
UTAH
ORDNANCE PLANT

SALT LAKE CITY, UTAH

June 11, 1942

WOMEN'S BUREAU
JUN 13 1942
DEPARTMENT OF LABOR

Rec'd airmail?

Address Reply to Purchasing Section
Attn: D. J. Cameron

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON, D. C.

ATTN: MARY ANDERSEN

UTAH ORDNANCE PLANT
RU-10366

Dear Madam:

Our order RU-10366, which calls for 5,000 copies of Bulletin #2, was forwarded to you May 15.

As we have no record of this material being received, and have had numerous requests for these copies, we would appreciate your reply advising us when we may expect shipment.

Yours very truly,

W. F. H. Mattlage
Works Manager

A. T. Wallis

A. T. Wallis
Expediter

ATW:da

Mr. Anders phoned GPO and pay order left June 8th by regis mail

(delayed, because no copies there (GPO) & Anders on vacation when order came in (he had agreed to furnish them)

Defense
War

May 13, 1942

Mr. A. Forsberg
Purchasing Section
Remington Arms Company, Inc.
Salt Lake City, Utah.

My dear Mr. Forsberg:

In reply to your request of May 9th, for 5,000 copies of Sepcial Bulletin No.2, the unit price is 5 cents but in lots of a hundred or more there is a discount of 25 percent. Remittance should be sent direct to the Superintendent of Documents, Washington, D.C.

In the regular mail we are sending copies of our other two bulletins on recommended standards for the employment of women.

Sincerely yours,

Mary Anderson, Director

Deutley
RFN.
e

Air Mail

Remington
DU PONT

CABLE ADDRESS
HARTLEY, BRIDGEPORT, CONN.
ALL CODES USED

REMINGTON ARMS COMPANY, INC.

MANUFACTURERS OF
SPORTING FIREARMS, AMMUNITION
TRAPS TARGETS

MILITARY DIVISION Remington UTAH
ORDNANCE PLANT

SALT LAKE CITY, UTAH

May 9, 1942

Address Reply to
Purchasing Section
Attn: A Forsberg

WOMEN'S BUREAU
MAY 11 1942
DEPARTMENT OF LABOR

UNITED STATES DEPARTMENT OF LABOR
WASHINGTON, D. C.

ATTN: MISS MARY ANDERSON, DIRECTOR, WOMEN'S BUREAU

UTAH ORDNANCE PLANT
SOURCE OF SUPPLY-40-K

Gentlemen:

Will you please advise us by return air mail the unit price, delivery date, and terms for 5,000 copies of the special bulletin number two titled, "Lifting Heavy Weights in Defense Industries--Methods for Conserving Health of Women Workers".

We are very interested in securing these copies and would appreciate hearing from you immediately.

Thank you for your courtesy in this matter.

Very truly yours,

W. F. H. MATTLACE
Works Manager

By A. Forsberg
A. Forsberg
Purchasing Section

AF:mp

unit price 5¢
in lots of hundred or more
25% discount

WAR DEPARTMENT
SERVICES OF SUPPLY
OFFICE OF THE PROVOST MARSHAL GENERAL
WASHINGTON

June 13, 1942

WOMEN'S BUREAU
JUN 16 1942
DEPARTMENT OF LABOR

SPMGS 004 General

Miss Mary Anderson
Director, Women's Bureau
United States Department of Labor
Washington, D. C.

Dear Miss Anderson:

There are attached for your information communications received in this office from the Westinghouse Electric & Manufacturing Company, Trenton, N. J., and the Alpine Cap Co., Hoboken, N. J., which firms have approved of a visit by representatives of your office.

Very truly yours,

George K. Engelhart
GEORGE K. ENGELHART
Lt. Col., Infantry
Internal Security Division

2 Incls.
  Incl. 1 - Westinghouse Elect. & Mfg.Co.
  Incl. 2 - Alpine Cap Co.

Copy sent to Manning
6/16
JHS

Defense - War

WAR DEPARTMENT
SERVICES OF SUPPLY
OFFICE OF THE PROVOST MARSHAL GENERAL
WASHINGTON

June 11, 1942

WOMEN'S BUREAU
JUN 13 1942
DEPARTMENT OF LABOR

SPMGS 004 General

Miss Mary Anderson
Director, Women's Bureau
United States Department of Labor
Washington, D. C.

Dear Miss Anderson:

There are attached for your information communications received in this office from the Fabricote, Inc., Clifton, New Jersey, and Monroe Calculating Machine Company, Orange, New Jersey, which firms have approved of a visit by representatives of your office.

Very truly yours,

George K. Engelhart
GEORGE K. ENGELHART
Lt. Col., Infantry
Internal Security Division

2 Incls.
  Incl.1-Ltr fr
    Fabricote, Inc.
  Incl.2-Ltr fr Monroe
    Calculating Machine
    Company.

Defense — War Dept

WAR DEPARTMENT
SERVICES OF SUPPLY
OFFICE OF THE PROVOST MARSHAL GENERAL
WASHINGTON

June 10, 1942

WOMEN'S BUREAU
JUN 12 1942
DEPARTMENT OF LABOR

SPMGS 004 General

Miss Mary Anderson
Director, Women's Bureau
United States Department of Labor
Washington, D. C.

Dear Miss Anderson:

There are attached for your information communications received in this office from the Hatfield Wire and Cable Company, Hillside, New Jersey, National Automotive Fibres, Inc., Trenton, N.J., Century Mills, Inc., Riverside, N.J., and Cohn-Hall-Marx Co., Paterson, N.J., which firms have approved of a visit by representatives of your office.

For your information, a letter was also received from the personnel manager of the Thomas A. Edison, Inc., West Orange, N.J., authorizing a visit. However, records in this office indicate that the Thomas A. Edison, Inc., plants at Kearney, New Jersey and West Orange, N.J., are holding Government contracts and these plants have been assigned to the Signal Corps and Ordnance Department, respectively.

Your request under date of May 21st indicated that your representatives were to visit the Thomas A. Edison plant at East Orange, N.J., therefore, information is furnished you that visits to the Kearney, New Jersey and West Orange plants were not approved by the responsible Chiefs of Supply Services.

Very truly yours,

George K Engelhart

GEORGE K. ENGELHART
Lt. Col., Infantry
Internal Security Division

4 Incls.
- Incl. 1 - Hatfield Wire & Cable Co.
- Incl. 2 - Nat'l Automotive Fibres, Inc.
- Incl. 3 - Century Mills, Inc.
- Incl. 4 - Cohn-Hall-Marx Co.

Sent copy & enclosures to Manning 6/12
HAS

Enclosures sent to Miss Manning in New Jersey.

WAR DEPARTMENT
SERVICES OF SUPPLY
OFFICE OF THE PROVOST MARSHAL GENERAL
WASHINGTON

June 6, 1942

WOMEN'S BUREAU
JUN 9 - 1942
DEPARTMENT OF LABOR

SPMGS 004 General

Miss Mary Anderson
Director of the Women's Bureau
United States Department of Labor
Washington, D. C.

Dear Miss Anderson:

There are attached, for your information, communications received in this office from Jacob M. Franklin, Inc., Woodbine, New Jersey, and Thomas Oakes and Company, Inc., Bloomfield, New Jersey.

The above mentioned firms have approved of a visit by representatives of your office who may call at their convenience.

Very truly yours,

George K. Engelhart

GEORGE K. ENGELHART
Lt. Col., Infantry
Internal Security Division

2 Incls.
Incl. 1 - Ltr fr Thos Oakes & Co.
Incl. 2 - Cy WD telegram Jacob M Franklin

WAR DEPARTMENT
SERVICES OF SUPPLY
OFFICE OF THE PROVOST MARSHAL GENERAL
WASHINGTON

June 3, 1942

WOMEN'S BUREAU
JUN 8 - 1942
DEPARTMENT OF LABOR

SPMGS 004 General

Miss Mary Anderson
Director of the Women's Bureau
United States Department of Labor
Washington, D. C.

Dear Miss Anderson:

Your letter of May 21, 1942, with reference to the visit of plants in the State of New Jersey by representatives of the Women's Bureau of the U. S. Department of Labor, is acknowledged.

The request for this visit was referred to the Plant Protection Offices of the Supply Arms and Services, and each Service has disapproved this request giving as a reason that a survey of this nature seriously interferes with production.

Since the final decision as to whether or not approval for a visit will be granted rests with the responsible Chief of Supply Arm or Service to which the facility is allocated, this office cannot grant a clearance for this visit.

However, the list as furnished by your office included 54 plants that are not on record as being allocated to any Service for protection purposes. This office will forward a letter to each of these plants informing them of the proposed visit by your representatives, subject to the approval of the management thereof.

Very truly yours,

Alton C. Miller
Alton C. Miller
Lt. Colonel, Infantry
Executive Officer
Internal Security Division

WAR DEPARTMENT
SERVICES OF SUPPLY
OFFICE OF THE PROVOST MARSHAL GENERAL
WASHINGTON

June 1, 1942.

SPMGS 004 (General)

WOMEN'S BUREAU
JUN 2 - 1942
DEPARTMENT OF LABOR

Miss Mary Anderson,
Director of the Women's Bureau,
U. S. Department of Labor,
Washington, D. C.

Dear Miss Anderson:

Your letter of May 26, 1942, with reference to visits by Emma F. Ward and Margaret T. Mettert, representatives of the Women's Bureau, United States Department of Labor, is acknowledged.

The Plant Protection Branch, Office of the Chief of Ordnance, has disapproved the visit to the following plants, which are allocated to that service for protective purposes:

S.K.F. Industries, Philadelphia, Pa.
Delong Hook & Eye Company, Philadelphia, Pa.
Henry Disston and Sons, Philadelphia, Pa.
Proctor and Schwartz, Philadelphia, Pa.
Armstrong Cork Co., Lancaster, Pa.
Specialty Screw Machine Production Co., Lancaster, Pa.
Hamilton Watch Company, Lancaster, Pa.

The reasons for disapproving these visits as furnished to this office are as follows:

a. The information desired by your office is acquired by surveys of a like nature by other Government agencies, namely, the United States Public Health Service, and the Surgeon General, United States Army.

b. The time and undertaking of securing such information involves interference with efficient production.

You may be assured that the War Department does not favor any particular agency in this matter. The final decision as to whether or not approval for a visit will be granted rests with the responsible Chief of Arm or Service to which the facility is allocated.

Very truly yours,

J. V. DILLON,
Colonel, J.A.G.D.,
The Deputy Provost Marshal General.

WAR DEPARTMENT
SERVICES OF SUPPLY
OFFICE OF THE PROVOST MARSHAL GENERAL
WASHINGTON

June 3, 1942

WOMEN'S BUREAU
JUN 5 - 1942
DEPARTMENT OF LABOR

SPMGS 004 General

Miss Mary Anderson
Director of the Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

Your letter of May 28, 1942, with reference to the visit of Margaret Kay Anderson, a representative of the Women's Bureau, U. S. Department of Labor, to the Master Electric Company, Dayton, Ohio, is acknowledged.

The Plant Protection Branch, Materiel Command, Army Air Forces, to which the above named plant is allocated for protective purposes has disapproved this visit giving as a reason that to secure the information desired would cause interference with efficient production.

You may be assured that the War Department does not favor any particular agency in this matter. The final decision as to whether or not approval for a visit will be granted rests with the responsible Chief of Arm or Service to which the facility is allocated.

Very truly yours,

Alton C. Miller

Alton C. Miller
Lt. Colonel, Infantry
Executive Officer
Internal Security Division

War Defense

C O P Y

WAR DEPARTMENT
NEW YORK ORDNANCE DISTRICT
80 Broadway
New York, N. Y.

In replying refer to

NYOD No. 682.2/171

Goss/dss

June 2, 1942

Crucible Steel Company
Harrison, New Jersey

Gentlemen:

This will introduce Miss Caroline Manning, Miss E. Marie McCabe, Miss Suzanne A. Wunder, Mrs. Marguertie L. Ingram, Miss Sara E. Thurman, Mrs. Carrie G. Hager, Mrs. Helen B. Sater of the Women's Bureau of U. S. Department of Labor. They have been authorized by the New York Ordnance District to visit your plant.

The purpose of this visit is to inspect the working conditions of the women employees of your plant. No information pertaining to the work being performed in the plant is to be discussed.

For the Deputy District Chief:

Very truly yours,

(Signed) A. W. TEALE
Major, Ord. Dept.
Assistant

COPY

WAR DEPARTMENT
NEW YORK ORDNANCE DISTRICT
80 Broadway
New York, N. Y.

In replying refer to

NYOD No. 682.2/171

Goss/dss

June 2, 1942

Crucible Steel Company
Harrison, New Jersey

Gentlemen:

This will introduce Miss Caroline Manning, Miss E. Marie McCabe, Miss Suzanne A. Wunder, Mrs. Marguertie L. Ingram, Miss Sara E. Thurman, Mrs. Carrie G. Hager, Mrs. Helen B. Sater of the Women's Bureau of U. S. Department of Labor. They have been authorized by the New York Ordnance District to visit your plant.

The purpose of this visit is to inspect the working conditions of the women employees of your plant. No information pertaining to the work being performed in the plant is to be discussed.

For the Deputy District Chief:

Very truly yours,

(Signed) A. W. TEALE
Major, Ord. Dept.
Assistant

COPY

WAR DEPARTMENT
NEW YORK ORDNANCE DISTRICT
80 Broadway
New York, N. Y.

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Crucible Steel Company
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The purpose of this visit is to inspect the working conditions of the women employees of your plant. No information pertaining to the work being performed in the plant is to be discussed.

For the Deputy District Chief:

Very truly yours,

(Signed) A. W. TEALE
Major, Ord. Dept.
Assistant

N. J.
Conditions
War Dept
Defense

(COPY)

WAR DEPARTMENT
Services of Supply
Office of The Provost Marshal General
Washington

June 11, 1942

SPMGS 004 General

Miss Mary Anderson
Director, Women's Bureau
United States Department of Labor
Washington, D. C.

Dear Miss Anderson:

There are attached for your information communications received in this office from the Fabricote, Inc., Clifton, New Jersey, and Monroe Calculating Machine Company, Orange, New Jersey, which firms have approved of a visit by representatives of your office.

Very truly yours,

(Signed) GEORGE K. ENGELHART
Lt. Col., Infantry
Internal Security Division

2 Incls.
Incl.1-Ltr fr
Fabricote, Inc.
Incl.2-Ltr fr Monroe
Calculating Machine
Company.

War Dept
[illegible]

(COPY)

WAR DEPARTMENT
Services of Supply
OFFICE OF THE PROVOST MARSHAL GENERAL
Washington

June 10, 1942

SPMGS 004 General
Miss Mary Anderson
Director, Women's Bureau
United States Department of Labor
Washington, D. C.

Dear Miss Anderson:

There are attached for your information communications received in this office from the Hatfield Wire and Cable Company, Hillside, New Jersey, National Automotive Fibres, Inc., Trenton, N.J., Century Mills, Inc., Riverside, N.J., and Cohn-Hall-Marx Co., Paterson, N.J., which firms have approved of a visit by representatives of your office.

For your information, a letter was also received from the personnel manager of the Thomas A. Edison, Inc., West Orange, N.J., authorizing a visit. However, records in this office indicate that the Thomas A. Edison, Inc., plants at Kearney, New Jersey and West Orange, N.J., are holding Government contracts and these plants have been assigned to the Signal Corps and Ordnance Department, respectively.

Your request under date of May 21st indicated that your representatives were to visit the Thomas A. Edison plant at East Orange, N.J., therefore, information is furnished you that visits to the Kearney, New Jersey and West Orange plants were not approved by the responsible Chiefs of Supply Services.

Very truly yours,

(Signed) GEORGE K. ENGELHART
Lt. Col., Infantry
Internal Security Division

4 Incls.
- Incl. 1 - Hatifled Wire & Cable Co.
- Incl. 2 - Nat'l Automotive Fibres, Inc.
- Incl. 3 - Century Mills, Inc.
- Incl. 4 - Cohn-Hall-Marx Co.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

June 7, 1943.

Work now being performed by women in the warehouse section of Quartermaster Depots.

Usual warehouse type of clerical work - keeping records of receipts, disbursements, routings, inventories, and storage stock records.

Warehouse jobs -

Fork lift operators.
Small inside tractor operators.
Checkers - both incoming and outgoing supplies.
Storekeepers - responsible for a division of the warehouse - break down shipments of lots, allocate space, fill bins and shelves, fill orders, issue and keep track of receipts, and forms and keep stock and room in an orderly state of housekeeping.

Packers - pack items in excelsior or wrapping, close and nail covers or boxes, stencil identification on outside, band or wire boxes with metal tape. The work is often broken down into a series of operations on a roller conveyor line.

Box and crate making - preparing lumber according to specified widths and lengths using Boise Crane, De Wall and Delta circular rip saws. Employed at making ends and box lids to specified sizes. Women are using simple jigs for setting up and nailing boxes. Women are reported as expert in hand nailing of boxes and covers in several departments. They are using not only power saws but hand saws, planers, files and other simple carpenter tools as needed on their jobs. Much of the work is simple, repetitive and routine but quite similar to that done by carpenter's helpers.

Messengers - Thirty small gasoline scooters are used for mail and messenger service between the buildings and warehouses and they were operated for the most part by young girl messengers.

Loading and unloading cars.
Pushing inside trucks.
Truck drivers
"Snappers" or group leaders.

Training of women workers in quartermaster depot.

Most of the work is unskilled and the only practical training possible is that which can be given on the job. Most of the women workers are given a days general orientation in the type of work to be done, work clothing, general safety measures, hours, rates of pay, responsibilities and privileges of workers. For fork-lift and tow tractor operators, a three day training period is allowed for instruction in the handling of this type of loading and storing equipment. If women have any aptitude for this type of work, they master it in three days.

Uniforms

No special uniforms are required. Most of the women wear slacks or coveralls and if care is taken by the foremen to see that women have suitable clothes for the work or exposure, they are submitted to, there is no need of special uniform. Safety shoes are needed on most of the warehouse jobs because of the ever present possibility of boxes and equipment being stacked, checked, loading, etc., falling.

Training of women workers in quartermaster depot.

Most of the work is unskilled and the only practical training possible is that which can be given on the job. Most of the women workers are given a days general orientation in the type of work to be done, work clothing, general safety measures, hours, rates of pay, responsibilities and privileges of workers. For fork-lift and tow tractor operators, a three day training period is allowed for instruction in the handling of this type of loading and storing equipment. If women have any aptitude for this type of work, they master it in three days.

Uniforms

No special uniforms are required. Most of the women wear slacks or coveralls and if care is taken by the foremen to see that women have suitable clothes for the work or exposure, they are submitted to, there is no need of special uniform. Safety shoes are needed on most of the warehouse jobs because of the ever present possibility of boxes and equipment being stacked, checked, loading, etc., falling.

~~[illegible]~~

~~Gooden~~

WAR DEPARTMENT
Bureau of Public Relations
PRESS BRANCH
Tel. - RE 6700
Brs. 3425 and 3438

June 1, 1942

IMMEDIATE RELEASE

LEADERS OF 33 NATIONAL WOMEN'S GROUPS TO CONFER AT WAR DEPARTMENT JUNE 15

The presidents of 33 women's groups, said to represent more than ten million clubwomen, have been invited to attend a conference of the Volunteer Advisory Council for the Women's Interests Section of the War Department Bureau of Public Relations in Washington, D. C., on June 15, it was announced today.

Major General Alexander D. Surles, Director of the War Department Bureau of Public Relations, will open the conference. Mrs. Emily Newell Blair, Chief of the Women's Interests Section, will preside. Several other War Department officials will take part in the discussion of the war problems with which the Advisory Council is concerned. The meeting will be held in the Munitions Building.

Colonel R. Ernest Dupuy, General Staff Corps, Chief of the Planning and Liaison Branch of the Bureau, will preside at a luncheon at which the members of the Council will hear concise accounts of conditions in the Pacific war theatre. The Women's Interests Section is part of the Planning and Liaison Branch of which Colonel Dupuy is Chief.

END

DISTRIBUTION: X.

4:45 P. M.

ALL COMMUNICATIONS SHOULD BE ACCOMPANIED BY CARBON COPY AND ADDRESSED TO

War Dept

WAR DEPARTMENT
NEW YORK ORDNANCE DISTRICT
80 BROADWAY
NEW YORK, N. Y.

IN REPLYING REFER TO
NYOD No. 682.2/176

Goss/dss

June 2, 1942

Thos. A. Edison, Inc.
51 Lakeside Avenue
West Orange, New Jersey

Gentlemen:

This will introduce Misses Caroline Manning, E. Marie McCabe, Suzanne A. Wunder, Marguerite L. Ingram, Sarah E. Thurman, Carrie G. Hager, Helen B. Sater and Claire O. Page of the Women's Bureau of U. S. Department of Labor. They have been authorized by the New York Ordnance District to visit your plant.

The purpose of this visit is to inspect the working conditions of the women employees of your plant. No information pertaining to the work being performed in the plant is to be discussed.

For the Deputy District Chief:

Very truly yours,

A. W. TEALE
Major, Ord. Dept.
Assistant

FOR VICTORY
BUY
UNITED STATES DEFENSE BONDS AND STAMPS

War - War

June 1, 1942.

SPMGS 004 (General)

Miss Mary Anderson,
Director of the Women's Bureau,
U. S. Department of Labor,
Washington, D. C.

Dear Miss Anderson:

Your letter of May 26, 1942, with reference to visits by Emma F. Ward and Margaret T. Mettert, representatives of the Women's Bureau, United States Department of Labor, is acknowledged.

The Plant Protection Branch, Office of the Chief of Ordnance, has disapproved the visit to the following plants, which are allocated to that service for protective purposes:

S.K.F. Industries, Philadelphia, Pa.
Delong Hook & Eye Company, Philadelphia, Pa.
Henry Disston and Sons, Philadelphia, Pa.
Proctor and Schwartz, Philadelphia, Pa.
Armstrong Cork Co., Lancaster, Pa.
Specialty Screw Machine Production Co., Lancaster, Pa.
Hamilton Watch Company, Lancaster, Pa.

The reasons for disapproving these visits as furnished to this office are as follows:

a. The information desired by your office is acquired by surveys of a like nature by other Government agencies, namely, the United States Public Health Service, and the Surgeon General, United States Army.

b. The time and undertaking of securing such information involves interference with efficient production.

You may be assured that the War Department does not favor any particular agency in this matter. The final decision as to whether or not approval for a visit will be granted rests with the responsible Chief of Arm or Service to which the facility is allocated.

Very truly yours,

J. V. DILLON,
Colonel, J.A.G.D.,
The Deputy Provost Marshal General.

Orig. sent to
Genl. Files

War -
Clear

May 26, 1942

MEMORANDUM

To: Internal Security Division
Office of The Provost Marshal General
Headquarters, Services of Supply
War Department
Washington, D. C.

From: Women's Bureau
U. S. Department of Labor

Subject: Plant clearance for employees in Philadelphia and Lancaster, Pennsylvania

The Women's Bureau is undertaking an investigation of conditions under which women are working in private war contract plants in Philadelphia and Lancaster, Pennsylvania, with a view toward securing data on specific hazards to women in war plants, due to (1) use of toxic agents, and (2) machinery. To this end, it is requested that the following industrial experts be given clearance from May 28 to June 10 in the plants listed herein.

All representatives are loyal citizens of the United States and are equipped with identification cards conforming to your minimum standards for visitors to war production plants.

Emma F. Ward - May 28 - June 10 - Philadelphia, Pa.
- S. K. F. Industries
- Crown Can Co.
- DeLong Hook and Eye Co.
- Philadelphia Insulated Wire Co.
- Leeds and Northup Co.
- Henry Disston and Sons
- Proctor and Schwartz
- Yale and Towne Mfg. Co.

Margaret T. Mettert - June 1 - 4 - Lancaster, Pa.
- Armstrong Cork Company
- Specialty Screw Machine Products Co.
- Hamilton Watch Company

MEP:LW

Ordnance Depots Surveyed by W.B.

					Ordnance War Dept Date of visit
Anniston	Ordnance	Depot.	Anniston Ala.	3/11/43	3/43
Charleston	"	"	Charleston, S.C.		5/43
Letterkenny	"	"	Chambersburg, Pa		7/43
Lordstown	"	"	Lordstown, Ohio		8/43
Pueblo	"	"	Pueblo, Colo.		6/43
Savanna	"	"	Savanna, Ill.		10/43
Sioux	"	"	Sidney, Nebr.		6/43
Terre Haute		"	Terre Haute, Ind.		8/43
Tooele		"	Tooele, Utah	3/26/43	3/43
Red River Ordnance			Texarkana, Tex.		3/16/44

WAR DEPARTMENT - July, 1942

Please return for Women's
Bureau files

July 30, 1942

The Reverend Amos R. Conley, Pastor
The First Baptist Church of Salvation, Inc.
284 Lexington Avenue
Brooklyn, New York

Dear Sir:

I have taken up with the War Department the matter of the women who were honorably discharged at the Picatinny Arsenal, after having signed contracts. You state that their signed contracts stand in the way of their working for any other Government agencies. The War Department is looking into the matter and I hope that it will be settled quickly.

Very truly yours,

FRANCES PERKINS

WB:MA:IS

SIGNED JUL 30 1942

MAILED ____________
(Date)

War Dep't

July 30, 1942

Mr. James P. Mitchell
Director, Civilian Personnel Division
Headquarters, Services of Supply
War Department
Washington, D. C.

My dear Mr. Mitchell:

I am referring to you the enclosed letter, addressed to the Secretary of Labor, which is self-explanatory. We have had similar complaints from other sources, and I hope that this can be cleared up quickly.

Sincerely yours,

Mary Anderson, Director

MA:IS

COPY

THE
First Baptist
CHURCH OF SALVATION, INC.
284 Lexington Ave. Brooklyn, New York

Rev. A. R. Conley, Pastor
Rev. J. Battles, Ass't Pastor

F. M. Jackson, Clerk
C. Shields, Treasurer

July 27, 1942

My dear Madam Perkins:

We are writing you in reference to a difficulty that seems to have arisen in the Picatinny munition plant at Dover, N. J. This difficulty effects the lives of women whose husbands are now serving in the Armed Forces.

It appears that women have signed contracts to work in this plant and for some unaccountable reason they have received honorable discharges or rather they supposedly have received them. But, because of having signed these contracts, they are denied the chance of working for any other governmental agency.

If these discharges were, as we are lead to believe, honorable ones I can see no reason why these women shouldn't be accepted in other plants or factories offering defense work.

Would you be good or kind enough to advise me as to what can be done to meet with this appalling situation?

Very respectfully yours,

(Signed) Amos R. Conley, Pastor

ARC:DB

Madam Francis Perkins
Secretary of Labor
Washington, D. C.

War
[illegible]

July 29, 1942

Colonel A. B. Johnson, Chief
Plant Security Branch
Office of Chief of Ordnance
Room 3C434, Pentagon Building
Arlington, Virginia

My dear Colonel Johnson:

The Women's Bureau has been requested by the United States Public Health Service to determine in what occupations women can be employed in TNT manufacturing plants without injuring their health, and to determine changes necessary to their effective employment in the industry.

In order to make such a determination, I request permission for Mrs. Margaret T. Mettert and Miss Martha Ziegler of the Women's Bureau to visit the TNT plant operated by the Trojan Company at Sandusky, Ohio, in the month of August.

Sincerely yours,

Mary Anderson, Director

MTM:ld

War Dept

July 27, 1942

Commanding Officer
Watervliet Arsenal
Watervliet, New York

Dear Sir:

The Women's Bureau has been working with the Office of the Under Secretary of War, for the past year, to bring about the most effective use of women in war industries. To this end it has been, and is, reviewing the processes involved in manufacturing specific products today in relation to the work women have always done or did in the last war and making recommendations accordingly.

Two of our agents, Miss Martha Ziegler and Miss Margaret Anderson are now working with the machine gun industry. We have asked them to call upon you to learn the woman labor possibilities at the Armory. They expect to visit the armory sometime during the week of July 27th. The intent of our visit is to be helpful in overcoming labor problems so please command us.

Very truly yours,

Mary Anderson, Director

BMN:LW

BROWN & SHARPE MFG. CO.

MACHINERY AND TOOLS
PROVIDENCE, R.I.
U.S.A.

BROWN & SHARPE MFG. CO.
HARTFORD
PHILADELPHIA
BROWN & SHARPE CO.
CHICAGO
CLEVELAND
DETROIT
BROWN & SHARPE OF NEW YORK, INC.
NEW YORK
ROCHESTER
SYRACUSE

CABLE ADDRESS
"SHARPE
PROVIDENCE"
CODES
OUR OWN
LIEBER'S

ADDRESS
ALL CORRESPONDENCE
TO THE COMPANY

WOMEN'S BUREAU
JUL 9 - 1942
DEPARTMENT OF LABOR

July 7, 1942.

WHEN REPLYING REFER TO

Dept. #18

U. S. Department of Labor
Women's Bureau
Washington, D. C.

Gentlemen:

We acknowledge receipt of your letter of July 3rd, informing us of the proposed visit of the Misses Martha Ziegler and Margaret Anderson. On their arrival we shall attempt to be of every possible assistance in their survey. It is suggested that they notify us a day or two in advance of their arrival, so that their time and ours may be used to the best advantage.

Yours very truly,

BROWN & SHARPE MFG. CO.

Arnold K. Brown

Arnold K. Brown, Vice President

AKB:L

7/9/42
Copy sent M.K. Anderson & Ziegler

ALL COMMUNICATIONS SHOULD BE ADDRESSED TO "THE COMMANDING OFFICER"

SPRINGFIELD ARMORY
SPRINGFIELD, MASS.

IN REPLY REFER TO

GS/rcm

~~File~~ War
Admission to Plants

2-30/1535

WOMEN'S BUREAU
JUL 17 1942
DEPARTMENT OF LABOR

July 13, 1942

U. S. Department of Labor
Women's Bureau
Washington, D. C.

Attention: Mary Anderson, Director

Dear Madam:

In reference to your letter of July 8, arrangements have been made for Misses Martha Ziegler and Margaret Anderson to see Mr. M. W. Cruze, Chief Clerk, or Mr. A. J. Burke, who is in charge of Personnel Division, in regard to reviewing and making recommendations as to the most effective use of women in war industries.

Every possible courtesy and assistance will be shown them on their arrival.

For the Commanding Officer:

JOHN A. BROOKS
Colonel, Ord. Dept.
Assistant

ALL COMMUNICATIONS SHOULD BE ADDRESSED TO "THE COMMANDING OFFICER"

SPRINGFIELD ARMORY
SPRINGFIELD, MASS.

GS/rcm

July 13, 1942

U. S. Department of Labor
Women's Bureau
Washington, D. C.

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Every possible courtesy and assistance will be shown them on their arrival.

For the Commanding Officer:

JOHN A. BROOKS
Colonel, Ord. Dept.
Assistant

original sent
to Miss Ziegler
Bond Hotel, Hartford, Conn
ALS
7/17

War - War

July 29, 1942

Mr. James P. Mitchell, Director
Civilian Personnel Division
Headquarters, Services of Supply
War Department
Washington, District of Columbia

Re: SPGC-L 291.9

My dear Mr. Mitchell:

We know you will be interested that your response to Miss Anderson's letter of July 18th concerning the need for eating facilities at the Watertown Arsenal has brought results. Today I was informed that 12 hot food units will be established in different parts of the arsenal, together with vending stations. Needless to say, we are delighted at the quick action as is the personnel at the arsenal.

With much appreciation,

Sincerely yours,

Bertha M. Nienburg,
Assistant Director

BMN:LW

July 28, 1942.

Captain A. F. Tribble,
Des Moines Ordnance Plant,
War Department,
Des Moines, Iowa.

Dear Captain Tribble,

You will recall that we sent to you in early June some posters issued by the Women's Bureau. We have just received from the printer our new posters on women engaged in war work, and are mailing a set to you today. We believe you will find these useful, and we shall be willing to send you additional copies should you feel that they meet your needs.

Very truly yours,

Mary Anderson, Director.

LL
Encl.

War Dept.

WOMEN'S BUREAU
U. S. Department of Labor
Washington

July 24, 1942

Memorandum of Conference on July 24, 1942 between the Women's Bureau and representatives of the War Department regarding hours of women workers and differentials in wages between men and women in Ordnance Plants.

Present: Capt. I. B. Cross, Labor Relations Branch, Civilian Personnel Div.
Mr. W. E. Wentworth, head of Civilian Personnel Branch
Maj. G. W. DeCamp, Ordnance Civilian Personnel
Capt. W. H. Bedell
Maj. G. L. Webber, Labor Relations Branch
Miss Anderson
Miss Christman

A great deal of complaint was made on the hours worked and the wages received by the women in the Government arsenals. We took up this question with Mr. McGrady who is Labor Adviser to the War Department and he called in some of the men in the Ordnance Department and we discussed the question. The Ordnance Department then sent out a questionnaire, which we approved, to the different arsenals to get the data on which we could proceed. The data was submitted to us and then we asked for a conference. This conference was set for July 24.

We first took up the question of hours, which we had already seen from their reports that there was a genuine effort to get down to 48 a week. In some of the arsenals the hours worked over 48 (at the time the report was made) were down to as low as 5 percent. In the Watervliet Arsenal at the time the report was made 281 women were employed and were working the same hours and getting the same wages as the men. They were then working 56 hours a week. The reports were made as of April and part of May, 1942.

Some of the arsenals had listed identical jobs that men and women were working on and the women were getting a great deal less than the men. The committee explained that they had not understood that women were the helpers on those jobs, although some of them were the same. The Ordnance Department is doing a breakdown of occupations in the arsenals and depots and in the signal corps. That they are doing now and when this breakdown is made, just as fast as they get the occupations listed, they will then set the rate and the rate will be on the job and whoever does that job will get that rate, whether it is men or women. We asked how soon that would be done. While they could not give us actual time they said "in the near future." It was our understanding that Army engineers were doing the work. They were operating from Philadelphia. They had done a great many jobs in two weeks. Previous to that time they had done such work much slower. They said, "We don't pretend that it is as well done as they formerly did it, but time is of the essence." In view of that fact it was not possible to go into the different rates which, too, would have taken some time. They promised that they would give us reports from time to time. The first report we might expect within a month.

War Dep

July 9, 1942

Major Gorton V. Carruth
A. U. S., Public Relations Branch
Headquarters, Services of Supply
War Department
Washington, D.C.

Dear Major Carruth:

I want to thank you very much for taking the time to read our report on "Women's Employment in Artillery Ammunition Plants, 1942", and for the suggestions offered.

We have made the corrections noted by you, and the report is now ready for the printer.

Sincerely yours,

Mary Anderson, Director

MA:ec

July 8, 1942

Miss Martha Ziegler
Bancroft Hotel
Worcester, Mass.

My dear Miss Ziegler:

Your report on, "Women's Employment in Artillery Ammunition Plants, 1942", was received this morning from the War Department, from Major Gorton V. Carruth, A.U.S., Public Relations Branch.

He has made only a few minor corrections, and most of them are editorial, so that I feel that it will not be necessary for me to send the report to you. I am sending it to Miss Hyde.

I have written Miss Manning that the Colt Firearms plant in Hartford is the only one in Connecticut that you expect to visit. I am also sending a letter to the Colt plant saying that you will be there during the week ending July 18th. A copy of that letter is enclosed.

With best wishes, I am

Sincerely yours,

MA:ec

Mary Anderson, Director.

WAR DEPARTMENT
HEADQUARTERS, SERVICES OF SUPPLY
WASHINGTON, D. C.

July 7, 1942

WOMEN'S BUREAU
JUL 8 - 1942
DEPARTMENT OF LABOR

Miss Mary Anderson, Director
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

This office has no objection to publication of the article "Women's Employment in Artillery Ammuniton Plants, 1942" by Martha J. Ziegler.

This article has been reviewed by the Ordnance Department and a number of red penciled corrections and deletions have been made by that department, either in the interest of accuracy or to prevent disclosure of certain restricted information. It is the expectation of this office that these deletions and corrections will be observed in the published article.

Yours sincerely

Gorton V. Carruth

GORTON V. CARRUTH
Major, A. U. S.
Public Relations Branch

Incl.
Article

FOR VICTORY
BUY
UNITED STATES DEFENSE BONDS AND STAMPS

COPY

U. S. ARMY

PHILADELPHIA SIGNAL DEPOT

Wissahickon and Abbottsford Avenues

PHILADELPHIA, PENNSYLVANIA

7931 Old York Road
Elkins Park, Pa.
July 3, 1942

Dear Miss Erickson,

Not very prompt for answering your card of January 7th. However, I have thought of you quite often, envying your seemingly perpetual assignment to the Pacific Coast and your freedom from having to work under the Army's wing.

However, I was quite anxious to get into the Federal Service and I can't expect to find everything the way I would like it, or as nice as it was when working for the Women's Bureau.

Although we have the technical side of our work, the actual process of dealing with the plant officials isn't much different from what it was in interviewing the apple barons of Yakima and Wenatchee. In fact, I have the Women's Bureau to thank for making my work here easier because of that brief experience. However, since early last Fall I haven't been doing much inspecting, although I get out occasionally for a trip to New York or Baltimore. I am the assistant to the inspector in charge of our Section and have to spend most of the time writing letters to plant officials, the Office of the Chief Signal Officer and reviewing reports and making recommendations. That is not as interesting as inspecting and investigating.

The other day a request came across my desk for an authorization to allow Miss Manning and her party of investigators to gain admittance to our plants in New Jersey. That was the 25th and it had been requested on the 4th. I dropped what I was doing and wrote it out at once, but I doubt that it will be used since the survey in particular was to have been finished by the 30th. Next time Miss Manning calls I hope to meet her. I must have been out when she called. At any rate, whenever the Women's Bureau desires to arrange for admittance to any plant allocated to the Signal Corps from Maine to Virginia and West to Buffalo, if someone will tip me off that the request is being made, I'll blast the official correspondence out of the Officer-in-Charge's graveyard and get action at once. The provision of the required report and authorization forms for all types of visitors and the answering of most of the inquiries relating to Army Regulations on the admittance of visitors is one of my jobs anyway. I sincerely hope that Miss Manning and the others did not have too much difficulty getting in.

Marguerite, my wife, and Mack, my youngest boy (10) have returned to Seattle for the summer, hoping that I'll succeed in getting transferred to the Pacific Coast before the summer is over. I tried once, got a promise of release here to go with the Air Corps at Santa Monica, and then the Colonel backed down. However, I have just tried again - through the Commission, making use of the new Executive Order which takes such matters largely out of the hands of the agencies concerned. If you are still in California, perhaps I'll see you there soon. I still have my eyes peeled for a berth with a regular agency - not an Army or Navy one, but a permanent career one, although my present appointment is a permanent one - CAF-9.

If you are in the East, I hope to see you some day. Don't you ever land an assignment in Philadelphia? If you do come here, phoneme at Germantown 5200 - Extension 117.

Best wishes to you and your crew.

Yours truly,

/s/ Henry E. Thomson

Defense - War

July 6, 1942.

First Lt. O. Kuehne, Training Officer,
The Proving Center,
Aberdeen Proving Ground, Maryland.

My dear Mr. Kuehne,

We have your request of June thirtieth, and three copies of our Handbook on Recreation and Housing for Women Workers will be sent you direct from the Government Printing Office. It may be a week or so before they are received.

I am not sure what kind of information you want "concerning the handling of women workers." Enclosed is some material which may be of interest. Other information can be secured from the National Industrial Conference Board, 247 Park Avenue, New York City; its pamphlet No. 41 "Women in War Jobs" would probably be of interest. If you will write also to the American Management Association, 330 W. 42nd Street, New York City, you may be able to find further data on supervision of women employees.

Very truly yours,

Mary Anderson, Director.

RN
ll
Encl.

W.A./O.K

WOMEN'S BUREAU
JUL 2 - 1942
DEPARTMENT OF LABOR

The Proving Center
Aberdeen Proving Ground, Maryland
June 30, 1942

Womens Bureau
U.S. Dept. of Labor
Washington, D. C.

Dear Sir:

Please send a few copies of the Hand Book Recreation & Housing for War Workers.

As we have several hundred women war workers at the Proving Center, we would appreciate any additional information concerning the handling of women workers.

OKuehne
1st Lt. O. Kuehne by W.A.
Training Officer

Mag reprint
Factory Mgt & Maintenance
Safety Engr
Chicago speech
1, 2
Sp

ALL COMMUNICATIONS SHOULD BE ACCOMPANIED BY CARBON COPY AND ADDRESSED TO

Allen/sbs

164
War
Defense

WAR DEPARTMENT
OFFICE OF THE CHIEF OF ORDNANCE
WASHINGTON

TO INSURE PROMPT ATTENTION
IN REPLYING REFER TO
OO No. 000.71

1338 Dept of Labor

ATTENTION OF
SPOGX
Public Relations

July 3, 1942

WOMEN'S BUREAU
JUL 6 - 1942
DEPARTMENT OF LABOR

SENT
JUL 4 1942
ORDNANCE MAIL
AND RECORD BRANCH
WAR DEPT.

Miss Mary Anderson, Director
U. S. Department of Labor
Women's Bureau
Washington, D. C.

Dear Miss Anderson:

In accordance with your request of June 22, 1942, (O.O. 000.71/1325) to Colonel A. Robert Ginsburgh, we are happy to forward you a copy of the Ordnance Safety Manual, published in December 1941.

With reference to your request for technical bulletins or other material dealing with items of Ordnance in the manufacture of which women are being employed, it would be desirable to determine the specific publications which you have in mind, and then to write to The Adjutant General for copies of such bulletins.

In selecting the publications in which you may be interested, it is suggested that Price List 19 of the Government Printing Office, entitled "Army and Militia" may be helpful. This is an index of various manuals and aviation and ordnance pamphlets. The list of publications indexed in this price list under the heading, "National Defense -- Workers," on page 67 thereof, list some publications dealing with women in war industries, which may prove helpful.

For the Chief of Ordnance:

Yours very truly,

James D. Allen
JAMES D. ALLEN
1st Lt., Ord. Dept.
Assistant

84

1 Incl.
Ordnance Safety Manual

164

ALL COMMUNICATIONS SHOULD BE ACCOMPANIED BY CARBON COPY AND ADDRESSED TO
Allen/sbs

WAR DEPARTMENT
OFFICE OF THE CHIEF OF ORDNANCE
WASHINGTON

O. O. WAR DEPT.
000.71/1338
JUL 4 1942

TO INSURE PROMPT ATTENTION
IN REPLYING REFER TO

No.

ATTENTION OF
SPOGX
~~Public Relations~~

July 3, 1942

Miss Mary Anderson, Director
U. S. Department of Labor
Women's Bureau
Washington, D. C.

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For the Chief of Ordnance:

Yours very truly,

JAMES D. ALLEN
1st Lt., Ord. Dept.
Assistant

1 Incl.
Ordnance Safety Manual

War

War etc.

WAR DEPARTMENT
Watertown Arsenal
Watertown, Mass.

C
O
P
Y

July 3, 1942

Miss Mary Anderson
Director Women's Bureau
U. S. Department of Labor
Washington, D.C.

Dear Miss Anderson

During the visit of the Misses Margaret Anderson and Bertha M. Nienburg, the writer was unavoidably absent from the Post and unable to participate in the discussion on the problems involving women in heavy manufacturing operations. It is therefore requested that a copy of the recommendations made by the Misses Anderson and Nienburg as a result of visit to this Arsenal be forwareded to the writer at your earliest convenience.

Yours very truly,

/s/ LAWRENCE PRIDDY, JR.

Lawrence Priddy, Jr.
Capt., Ord. Dept.
Asst. Admin. Officer

LPJr/mch

7/6/42. Original sent to M.K. Anderson, Springfield, Vermont.

& retd. now in Genl. File

War Dept.
Headquarters, Services of Supply
Wash. D.C.

'GC-M 291.9 (5-27-42) July 1, 1942

Miss Mary Anderson, Director,
Women's Bureau, U. S. Department of Labor,
Washington, D. C.

Dear Miss Anderson:

At a meeting in Mr. McGrady's office late in April, attended by Major Webber of the Manpower Branch, Civilian Personnel Division, S.O.S., of the War Department, you expressed considerable concern about the excessive hours which you stated women were working in government arsenals, and about alleged variations between the rates paid women and men doing identical work. At that time it was agreed that an investigation be made of these conditions and a further meeting arranged upon completion of such investigation.

Colonel Hannum of the Ordnance Department has had reports prepared for the government arsenals taking as a sample the week of April 25 to May 1. These reports and the comments on the conditions existing at the arsenals are forwarded for your information.

Major Webber will be glad to discuss this matter after you have reviewed the inclosed figures.

Sincerely yours,

JAMES P. MITCHELL
Director, Civilian Personnel Division
Headquarters, Services of Supply

Inclosures:
1. Special report fm Springfield Armory
2. " " " Frankford Arsenal
3. " " " Watervliet Arsenal
4. " " " Watertown Arsenal
5. " " " Rock Island Arsenal
6. " " " Picatinny Arsenal

A. Ingles
7115
Ex-
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C
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June 29, 1942

Lapointe Machine Tool Company
Hudson, Massachusetts

Gentlemen:

The Women's Bureau is working with the Office of the Under Secretary of War to bring about the most effective use of women in plants necessary for war production. To this end we have made surveys of several new industries to determine the feasible employment of women workers therein. At this time we are surveying occupations in representative plants in the machine tool industry.

Miss Martha Ziegler and Miss Margaret Kay Anderson will call at your plant within the next two weeks. Our purpose is to be helpful and we hope we may have your cooperation.

Sincerely yours,

Mary Anderson, Director

MA:IS

COPY ON LETTERHEAD, SIGNED BY MISS ANDERSON,
SENT TO MISS ZIELGER AND MISS M. K. ANDERSON.

C
o
p
y

June 29, 1942

The Fellows Gear Shaper Company
Springfield, Vermont

Gentlemen:

The Women's Bureau is working with the Office of the Under Secretary of War to bring about the most effective use of women in plants necessary for war production. To this end we have made surveys of several new industries to determine the feasible employment of women workers therein. At this time we are surveying occupations in representative plants in the machine tool industry.

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Sincerely yours,

Mary Anderson, Director

MA:IS

COPY ON LETTERHEAD, SIGNED BY MISS ANDERSON,
SENT TO MISS ZIELGER AND MISS M. K. ANDERSON.

C
O
P
Y

Parker House
Boston, Mass.
June 16, 1942

Mary Anderson, Director
Women's Bureau
U. S. Department of Labor
Washington, D.C.

Dear Miss Anderson:

After arriving in Boston Miss Nienburg and I decided upon a tentative list of plants that should be visited and I thought I had better keep you informed as to just what was on my schedule for the immediate future. This list is subject to change depending upon additional information which may be acquired in the field suggesting more suitable plants that might be visited.

The following machine tool firms have been decided upon for occupational analysis as to work which women can do:

Lathes and screw machines
- Reed-Prentice Co. — Worcester, Mass.
- Jones and Lamson Machine Co. — Springfield, Vt.
- Warner-Swasey Co. — Cleveland, Ohio.
- Brown-Sharpe Mfg. Co. — Providence, R.I.

Grinding machines
- Norton Co., Worcester, Mass.
- Cincinnati Grinders, Inc., Cincinnati, Ohio.

Milling machines
- Cincinnati Milling Machine Co., Cincinnati, Ohio

Presses
- Cleveland Punch and Shear Works, Cleveland, Ohio

Drilling Machines
- Kingsbury Machine Tool Corp. — Keene, N.H.
- Barnes Drill Co. — Rockford, Ill.
- W.F. & John Barnes Co., — " "

Gear cutting machines
- Barber-Coleman Co. — Rockford, Ill.

Planers
- Cleveland Planer Co. — Cleveland, Ohio.

cc to Miss Manning

The following are the machine gun and rifle plants which we plan to visit:

Watertown Arsenal, Watertown, Mass. (visited)
Watervliet Arsenal, Watervliet, N.Y.
Springfield Armory, Springfield, Mass.
Rock Island Arsenal, Rock Island, Ill.
Colt Patent Firearm Mfg. Co., Hartford, Conn. ✓
Savage Arms Corp., Utica, N.Y.
York Safe and Lock Co., York, Pa.
General Motors, A.C. Spark Plant, Flint, Mich.

Miss Wendt has written to the following four machine tool firms regarding our proposed visit: Norton Co., Reed-Prentice Co., Jones and Lamson Machine Co., and Kingsbury Machine Tool Co.

As we are ready to proceed to the other firms I will let you know in sufficient time for letters to be sent out from the office. I have enclosed a carbon copy of this letter for Miss Wendt so she can refer to it in writing to the other plants.

Miss Nienburg went to the rest home in Brookline, Mass., on Saturday afternoon and from all appearances is getting very good care out there. I try not to talk too much business when I see her but sometimes that is difficult.

As you know Martha Ziegler is joining me up here and we will both visit the same plants in the beginning but maybe later there will be a division of the plants between us.

I will be interested in hearing any news regarding the War Labor Board hearing on General Motors. I hope the union remains steadfast in its determination to wipe out the wage differential.

Sincerely,

Margaret Kay Anderson

P.S. Enclosed is the report on the Watertown Arsenal.

COPY

WAR DEPARTMENT
Watertown Arsenal
Watertown, Mass.

June 2, 1942

Miss Mary Anderson
Director Women's Bureau
United States Department of Labor
Washington, D. C.

Dear Miss Anderson:

This Arsenal finds itself faced with a problem upon which it has had no experience - namely, the employment of women in heavy manufacturing industry. Within the past few months the number of women applying for employment at this organization has increased tremendously and, with the difficulty of keeping men at work here because of the Selective Service, we are faced with problems of morals, physical standard, pay, stamina, safety, etc., in employment of women.

Would you please be good enough to send me at your earliest convenience all of the material which you have by way of studies or memoranda or articles touching upon these subjects, so that we, in arriving at a policy decision upon these matters of employment, may have some experience upon which to base a decision.

Looking forward to an early reply,

Yours very truly,

(Signed) Lawrence Priddy, Jr.

Capt., Ord. Dept.
Asst. Admin. Officer

LPJr/mch

June 4, 1942

Capt. Lawrence Priddy, Jr.
Assistant Administrative Officer
Watertown Arsenal
Watertown, Mass.

My dear Capt. Priddy:

Under separate cover I am sending you several of our publications. These publications express the policies established by the Women's Bureau in the employment of women in the heavy industries.

I am asking two of our experts in the field of employment of women in the war industries to call upon you some day next week and discuss with you the feasibility of women's employment. These experts have made investigations of women's occupations in the gun-making industry both in the United States and Canada. They are: Miss Bertha M. Nienburg, Assistant Director of the Women's Bureau, and Miss Margaret Anderson, a member of our field staff. Both will be in Massachusetts next week. Therefore I am asking them to call on you and give you such help as they can.

Sincerely yours,

Mary Anderson, Director

MA:IS

Enclosure:
  Spec. Bul. Nos. 1,2,3
  Canadian Gun report
  Artillery report

File
M.A. has Schedules
War Dept
S.O. files

WAR DEPARTMENT
HEADQUARTERS, SERVICES OF SUPPLY
WASHINGTON, D. C.

SPGC-M 291.9 (5-27-42) July 1, 1942

Miss Mary Anderson, Director,
Women's Bureau, U. S. Department of Labor,
Washington, D. C.

Dear Miss Anderson:

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Sincerely yours,

James P Mitchell

JAMES P. MITCHELL
Director, Civilian Personnel Division
Headquarters, Services of Supply

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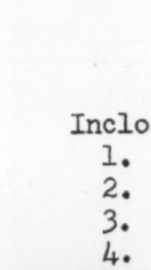

July 27, 1942

To: Miss Nienburg
From: Mary Anderson

I have no objection to sending the girls the information we got from the War Department but it must be understood that it is CONFIDENTIAL and that they must not tell the Arsenals that they know about this or have it.

This is the only copy we have, so it will have to be copied.

War Dept.

SPECIAL REPORT OF EMPLOYMENT OF WOMEN IN UNGRADED POSITIONS IN MANUFACTURING ARSENALS

NAME OF ESTABLISHMENT: Springfield Armory, Massachusetts

I. Employment during week of April 25, 1942 to May 1, 1942, inclusive:

a. Number employed in ungraded positions:

Men	Women	Total
7637	1236	8873

b. Hours of work during the week April 25, 1942 to May 1, 1942, inclusive:

	Men	Women	Total Employed (Ungraded Positions)
48 hours or less	6890	1191	8081
Over 48 but not over 56	428	45	473
Over 56 but not over 70	319	0	319

II. Overtime Employment of Women:

a. To what extent have women in ungraded positions been employed over

(1) 48 hours per week

45 women, of the total females in ungraded positions, were employed 54 hours a week during March and April, which is the regular working schedule for the particular department to which they are assigned.

(2) 56 hours per week

None

OO 230.38/1624 Incl. # 1 2

#1

Springfield

III. Pay differential:

List occupations for which there is a pay differential between men and women for identical work (if work is not identical do not list):

	Pay Rate			
	Men		Women	
Designation	Minimum	Maximum	Minimum	Maximum
Assembler	5.36	6.16	4.48	4.96
Assembler (Precision)	6.16	6.96	5.28	5.76
Barrel Rifler	6.56	7.52	4.48	4.96
Benchwoman			4.16	4.64
Benchman	5.04	5.68		
Helper (Mech.)(Assembler)	4.80	5.44	3.92	4.40
Helper (Mech.)(Benchwoman)			3.60	4.08
Helper (Mech.)(Benchman)	4.80	5.44		
Material Keeper	5.36	6.16	4.48	4.96
Mechanic Learner	3.84 (single rate)		2.96 (single rate)	
Op. Mch. (Auto. Screw)	~~6.72~~ ✓	7.68 ✓	4.48	4.96
Op. Mch. (Barrel Straightener)	~~5.36~~ 560 ✓	~~6.16~~ 624 ✓	4.48	4.96
Op. Mch. (Broacher)	~~5.92~~ ✓	6.88 ✓	4.48	4.96
Op. Mch. (Driller)	~~5.76~~ 572	~~6.72~~ ✓	~~4.48~~ 472	~~4.96~~ 520
Op. Mch. (Grinder)	~~6.08~~	6.88	~~4.48~~ 472	4.96 520
Op. Mch. (Miller)	5.92	6.88	~~4.48~~ 472	~~4.96~~ 520
Op. Mch. (Profiler)	6.32	7.12	4.48 472	~~4.96~~ 520
Op. Mch. (Punch Press)	5.36	6.32	~~4.48~~	4.96
Op. Mch. (Shaver)	5.92	6.88	4.48	4.96
Op. Mch. (Toolgrinding)	6.16	6.96	5.28 552	5.76 6
Jr. Op. Mch. (Auto. Screw)	4.80	5.44	3.60	4.08

III. Pay differential: - Contd.

	Pay Rate			
	Men		Women	
	Minimum	Maximum	Minimum	Maximum
Jr. Op. Mch. (Barrel Rifler)	4.80	5.44	3.60	4.08
Jr. Pr. Mch. (Barrel Straightener)	4.80	5.44	3.60	4.08
Jr. Op. Mch. (Broacher)	4.80	5.44	3.60	4.08
Jr. Op. Mch. (Driller)	4.80	5.44	3.60	4.08
Jr. Op. Mch. (Grinder)	4.80	5.44	3.60	4.08
Jr. Op. Mch. (Miller)	4.80	5.44	3.60	4.08
Jr. Op. Mch. (Profiler)	4.80	5.44	3.60	4.08
Jr. Op. Mch. (Punch Press)	4.80	5.44	3.60	4.08
Jr. Op. Mch. (Shaver)	4.80	5.44	3.60	4.08
Jr. Op. Mch. (Toolgrinding)	4.80	5.44	3.60	4.08
Packer	4.88	6.16	4.08	4.56
Production Assistant (Follow-Up Woman)			4.08	4.56
Production Assistant (Follow-Up Man)	6.16	6.96		
Shop Checker	4.96	5.76	4.08	4.56
Shop Inspector	5.20	6.80	4.16	4.64

Springfield Armory, Mass.
May 18, 1942.

SPECIAL REPORT OF EMPLOYMENT OF WOMEN IN UNGRADED POSITIONS IN MANUFACTURING ARSENALS

NAME OF ESTABLISHMENT: **Frankford Arsenal, Philadelphia, Pa.**

I. Employment during week of April 25, 1942, to May 1, 1942, inclusive:

a. Number employed in ungraded positions:

Men ✓	Women	Total
8513 8913	**4475**	**12988** 13188

b. Hours of work during the week April 25, 1942, to May 1, 1942, inclusive:

	Men	Women	Total Employed (Ungraded Positions)
48 hours or less	**5179**	**3622**	**8801**
Over 48 but not over 56	**2465**	**799**	**3264**
Over 56 but not over 70	**1069**	**54**	**1123**
	8913	4475	13188

II. Overtime Employment of Women:

a. To what extent have women in ungraded positions been employed over

(1) 48 hours per week **586 - employed 53 hours**

(2) 56 hours per week **13 - Employed**

during March and April. Explain and give full reasons therefor. **Increased production called for and need to operate equipment number of hours specified; lack of space also for immediate expansion.**

III. Pay differential:

List occupations for which there is a pay differential between men and women for identical work (if work is not identical do not list):

	Pay Rate			
	Men		Women	
Designation	Minimum	Maximum	Minimum	Maximum
Operative, MTF	**5.20**	**7.12**	**3.92**	**4.88**
Mach. Oper., Genl.	**5.52**	**6.80**	**4.00**	**4.96**
Shop Checker	**4.96**	**6.88**	**4.32**	**5.76**
Foreman (Shop)	**10.72** ✓	**13.28**	**4.96** ✓	**7.52**
Asst. Foreman (Shop)	**8.88**	**11.12**	**4.40**	**6.64**
Munitions Handler	**5.44**	**5.92**	**4.00**	**5.60**
Sub-Inspector	**5.76**	**8.00**	**3.92**	**4.88**
Shop Inspector	**7.12**	**8.08**	**5.04**	**6.00**
Foreman	**10.72**	**13.28**	**- -**	**- -**
Forewomen	**- -**	**- -**	**4.96**	**7.52**

✓2

SPECIAL REPORT OF EMPLOYMENT OF WOMEN IN UNGRADED POSITIONS IN MANUFACTURING ARSENALS

NAME OF ESTABLISHMENT: **Watervliet Arsenal**

I. Employment during week of April 25, 1942 to May 1, 1942, inclusive:

a. Number employed in ungraded positions:

Men	Women	Total
5603	281	5884

b. Hours of work during the week April 25, 1942 to May 1, 1942, inclusive:

	Men	Women	Total Employed (Ungraded Positions)
48 hours or less	-	-	none
Over 48 but not over 56	5603	281	5884
Over 56 but not over 70	-	-	none

II. Overtime Employment of Women:

a. To what extent have women in ungraded positions been employed over

(1) 48 hours per week 281

(2) 56 hours per week —

during March and April. Explain and give full reasons therefor.

In employing women we have made absolutely no discriminations because of their sex. They receive the same wages as the men in each designation and do the same kind of work. Consequently if the production personnel work overtime as a unit, the women are included without question. At the present time this Arsenal has been unable to obtain sufficient employees to allow operation on the 48 hour schedule. Therefore, all these employees are at the present time on a 56 hour schedule.

III. Pay differential:

List occupations for which there is a pay differential between men and women for identical work (if work is not identical do not list):

None. At Watervliet Arsenal we pay identical wages to men and women.

Inf. 1 = W.D. 230.38/301.

#3

SPECIAL REPORT OF EMPLOYMENT OF WOMEN IN UNGRADED POSITIONS IN MANUFACTURING ARSENALS

NAME OF ESTABLISHMENT: War-Ordnance, Watertown Arsenal

I. Employment during week of April 25, 1942 to May 1, 1942, inclusive:

a. Number employed in ungraded positions:

Men	Women	Total
5471	5	5476

b. Hours of work during the week April 25, 1942 to May 1, 1942, inclusive:

	Men	Women	Total Employed (Ungraded Positions)
48 hours or less -	5471	5	5476
Over 48 but not over 56. -	None	None	
Over 56 but not over 70. -	"	"	

II. Overtime Employment of Women:

a. To what extent have women in ungraded positions been employed over

(1) 48 hours per week - None

(2) 56 hours per week - None

during March and April. Explain and give full reasons therefor.

III. Pay differential:

List occupations for which there is a pay differential between men and women for identical work (if work is not identical do not list):

	Pay Rate			
	Men		Women	
Designation	Minimum	Maximum	Minimum	Maximum

124

Report Relative to Employment of Women in Arsenals:

Rock Island Arsenal, Rock Island, Ill. submitted report by teletype under date of May 20, 1942, as follows:

"No women employed in ungraded positions until May 13, 1942. Eleven ungraded women employees on rolls this date as Classified Laborers working eight hours per diem six days per week. Overtime required in order that supplies to field service may be furnished without delay. No identical work in ungraded positions performed by men and women."

#5

3

SPECIAL REPORT OF EMPLOYMENT OF WOMEN IN UNGRADED POSITIONS IN MANUFACTURING ARSENALS

NAME OF ESTABLISHMENT: Picatinny Arsenal, Dover, N.J.

I. Employment during week of April 25, 1942, to May 1, 1942, inclusive:

a. Number employed in ungraded positions:

Men	Women	Total
7,830	5,076	12,906

b. Hours of work during the week April 25, 1942, to May 1, 1942, inclusive:

	Men	Women	Total Employed (Ungraded positions)
48 hours or less	5,146	4,187	9,333
Over 48 but not over 56	2,213	591	2,804
Over 56 but not over 70	471	298	769

889

5076

II. Overtime Employment of Women:

a. To what extend have women in ungraded positions been employed over

[illegible] 5076

1189 workers over 48-56 hours

	March	April
(1) 48 hours per week	2,715	1,810
(2) 56 hours per week	1,526	230

880 women [illegible]

during March and April. Explain and give full reasons therefor.

The reasons for working women in excess of 48 and 56 hours per week are:

1. To produce ammunition urgently needed and in accordance with production schedules established by higher authority.

2. The acceleration of production was so great that it was impracticable to keep employment abreast of production demands.

3. As soon as a sufficient number of employees are obtained it is intended to place everyone, insofar as practicable, on an 8-hour day, 6 day week basis.

OO 230.38/1621 Incl. # 2

#6

III. Pay differential:

List occupations for which there is a pay differential between men and women for identical work (if work is not identical do not list):

	Pay Rate			
	Men		Women	
Designation	Minimum	Maximum	Minimum	Maximum
Explosives Operator	5.60	6.96	3.60	4.40
Classified Laborer	4.16	5.16	3.52	3.84

Note:- The above differential will be eliminated upon approval of Wage Survey now in process. This survey eliminates the designations Explosives Operator (Female) and Classified Laborer (Female), as such, and places them, along with the men, in general designations of Explosives Operator and Classified Laborer, with comparable rates for comparable work.

RARITAN ARSENAL -- METUCHEN, N. J.

Field Service Arsenal concerned with warehousing and not manufacturing.

Personnel office outside the gates in charge of Mr. Robertson and Mr. Swinger.

Arsenal Personnel (including outer office) in charge of Lt. H. J. Frued. (pronounced frood).

Lt. Frued declined to give the number of women employed or their occupations. (agent did not ask to see the work and asked but two questions). Lt. Frued very kindly but said he must have directive from Chief of Ordnance U. S. A. Washington, now General Campbell - before he could talk even informally with me.

Mr. Brown of U.S.E.S. was trying to get data on numbers when Women's Bureau agent called. Lt. Frued said after August 1, the U.S.E.S. would get no more data in compliance with recent instructions and yet Mr. Brown from Perth Amboy supplies the Arsenal demands for labor constantly. A week later Women's Bureau agent called on Mr. Brown in his Perth Amboy office. He said he had been unable to get the figures he wanted. Although they were promised later, he doubted if he would ever receive them.

In round numbers Mr. Brown estimated that 1500 women are employed at the Arsenal including a few hundred in the offices. He does not consider the work hazardous although he has never seen the work places. His reason for this opinion is dangers from explosion must be at a minimum since containers must be proof against damage from hard blows and falls in shipping and transporting. No serious accidents reported from explosions due to careless handling or other cause.

Wages - determined by Civil Service standards $1,260-$1,440 etc.

Hours - Lt. Frued volunteered information that they at the Arsenal were not subject to New Jersey State laws.

In leaving agent met many coming to work on second shift and was told that hours varied from department to department. Some work 8 to 4, and 4 to 12; others work 7 to 3, 3 to 11, 11 to 7; others from 7:30 to 3:20, 3:20 to 11:30.

A girl chaffeur said she changed jobs often when she changed shifts as some of the work on trucks in the grounds was heavy and hard. All the jobs were called "general labor" by the girls. They described their work briefly as "clean guns", "repair guns", "fill belts with ammunition for machine guns", "solder wires around crates and boxes", "paint", (perhaps this is a stencil job) "pack". There are doubtless countless other occupations. Every girl seen at the gates was carrying her lunch or what appeared to be a lunch. Some Negro girls among them.

Raritan Arsenal (cont.)

Women's Bureau agents first heard indirectly from League of Women Voters and Consumers' League that conditions "are very bad," at Raritan. Could run down nothing more specific except "crowded, bad". No one seems to have seen the work. It is a rumor which may or may not be well grounded. It seemed of questionable value to home visit on this until we know how many women were involved and what they were doing.

7/12/42 - No home visits made
No directive asked from Ordnance in Washington to visit the Arsenal

Buses serve Arsenal at stated hours from surrounding country. Some office girls said to come from New York City.

(Signed) C. Manning

FORT MONMOUTH, NEW JERSEY -- POST OFFICE -- RED BANK, NEW JERSEY

Interviewed Mr. Garnell, Director of United States Employment Service, Red Bank. 1/ Mr. B. Maslow, Personnel Director Civilian Service, Fort Monmouth, telephone Eatontown 1060.

Fort Monmouth - very large training center for Signal Corps.

1. Also recently established training school for civilians. Present enrollment 700 trainees includes 400 women, paid $1,020 during training period - which will range from 4 to 6 months. There will be no openings for more trainees for a few months.
   About one month ago a group of 70 or more young women who had been learning radio assembly in a National Youth Administration project in North Carolina came here to continue their training for another few months. They found living quarters in Long Branch, this is two and one-half to three miles from the Fort, which both men said were satisfactory to National Youth Administration. Thus far housing for women has not been a problem.
   The Red Bank United States Employment Service placed about 200 local girls in the training school. Bendix Radio opened a plant in Red Bank about one year ago employing about 400 so the town is radio conscious.
   Trainees are learning manual assembly and repair of radio (both transmitting and receiving sets) and telephone equipment, electric fixtures, and drafting. School sessions in two shifts. At the end of training they will be classed as Junior Repair men at $1,440 rate for work in the "laboratories division".

2. Also recently began hiring women for "labor" in the machine shop - day work only. They are "helpers" for the craftsmen and skilled mechanics such as carpenters, painters, plumbers, machinists. Their ages range from 25 to 60. Mr. Maslow felt that the slack work in Freehold rug mills had helped him as he had been able to get the women employees from Freehold, and they are used to hard work on their feet all day for long hours.
   He has about 100 such "mechanics helpers" now. Actual description of any of these laborers jobs agent was unable to get. When they become proficient they will "probably be entitled to the $1,440 rate". Their work may be what apprentices begin training on. They may be replacing men and may be working for less than men. Descriptions are too vague to trust without an actual inspection of the job in these matters.

1/ Lt. Ruska in charge of all personnel Fort Monmouth. Women's Bureau agent had met Mr. Marslow at a New Jersey Labor Supply meeting so was able to get confirmation of data received at employment office plus additional data by telephone.

WOMEN'S BUREAU
U. S. Department of Labor
Washington

SUMMARY - GOVERNMENT ARSENALS

Last week in April, 1942

Arsenal	Number of women employed
Total	11,084
1. Springfield	1,236
2. Frankford	4,475
the same wages 3. Watervliet	281
4. Watertown	5
5. Rock Island	11
6. Picatinny	5,076

Overtime hours worked by women

In 2 arsenals (Watertown and Rock Island, employing only 16 women) no women worked over 48 hours.

In 4 arsenals, a total of 1,716 women (15.5 percent of all women) worked over 48 to 56 hours inclusive and in 2 of these same arsenals 352 women worked over 56 hours.

Rate for identical jobs.

Same for men and women in Watervliet (281 women)

Less for women on every job in Frankford, Springfield, and Picatinny.

No report on Watertown rates, and no identical jobs in Rock Island.

WOMEN'S BUREAU
U. S. Department of Labor
Washington

HOURS WORKED BY WOMEN IN SIX MANUFACTURING ARSENALS

1. Hours Worked by Women Last Week in April, 1942.

In the six manufacturing arsenals employing 11,084 women about 2,000 women or nearly 1/5 worked over 48 hours, 352 of these women worked over 56 hours. Women worked over 48 hours in all arsenals but two, in these two only 16 women were employed. Time worked:

9,016 women (81.3 percent) worked 48 hours or less
1,716 women (15.5 percent) worked over 48 to 56 hours inclusive
352 women (3.2 percent) worked over 56 hours

Hours Worked by Women in Individual Arsenals.

Springfield Armory - 1,236 women employed:
1,191 women (96.4 percent) worked 48 hours or less.
45 women (3.6 percent) worked 54 hours.

Frankford Arsenal - 4,475 women employed:
3,622 women (80.9 percent) worked 48 hours or less.
799 women (17.9 percent) worked over 48 to 56 hours incl.
54 women (1.2 percent) worked over 56 hours.

Watervliet Arsenal- 281 women employed, all worked 56 hours.

Watertown Arsenal - 5 women employed, worked 48 hours or less.

Rock Island Arsenal - 11 women employed, worked 48 hours.

Picatinny Arsenal - 5,076 women employed:
4,187 women (82.5 percent) worked 48 hours or less.
591 women (11.6 percent) worked over 48 to 56 hours incl.
298 women (5.9 percent) worked over 56 hours.

2. Overtime Employment of Women During March and April.

The women worked the same hours during March and April as during last week in April in all plants except the Picatinny. In this one arsenal in March over 50 percent of the women worked over 48 hours and 30 percent over 56 hours; in April, 36 percent worked over 48, and about 5 percent over 56 hours. By the last week in April, this was reduced to 18 percent over 48 and about the same pecent over 56. as in previous period (5%)

3. Reason for Overtime Employment of Women.

In the 4 arsenals in which women worked over 48 hours, the reasons given were -

Plant #1 - 45 women - 54 hours are the regular working hours of this department.

Plant #2 - 800 women-increased production called for and need to operate equipment number of hours specified; also, lack of space for immediate expansion.

Plant #3 - 281 women (56 hours). In employing women we have made absolutely no discriminations because of their sex. They receive the same wages as the men in each designation and do the same kind of work. Consequently if the production personnel work overtime as a unit, the women are included without question. At the present time this Arsenal has been unable to obtain sufficient employees to allow operation on the 48 hour schedule. Therefore, all these employees are at the present time on a 56 hour schedule.

Plant #6 - 4,241 in March, 2,000 in April. 889 last week in April

1. To produce ammunition urgently needed and in accordance with production schedules established by higher authority.
2. The acceleration of production was so great that it was impracticable to keep employment abreast of production demands.
3. As soon as a sufficient number of employees are obtained it is intended to place everyone, insofar as practicable, on an 8-hour day, 6-day week basis.

WOMEN'S BUREAU
U. S. DEPARTMENT OF LABOR
Washington

WAGE RATES FOR MEN AND WOMEN

Only 4 of the 6 arsenals reported identical jobs for men and women. In only one, the Watervliet, employing 281 women, were the rates the same for men and women. In the other three arsenals - Springfield, Frankford, and Picatinny - the rates for women were considerably less on every job. The Rock Island employing 11 women has noidentical jobs and the Watertown employing 5 women did not report rates.

SEX DIFFERENTIAL RATES IN INDIVIDUAL PLANTS

Springfield Arsenal

Jr. Machine Operators

Minimum rate - Men $4.80; women $3.60 ($1.20 less)
Maximum rate - Men $5.44; women $4.08 ($1.36 less)

Experienced Machine Operators

Minimum rate - Men $5.36 - $6.72; women $4.48
Maximum rate - Men $6.16 - $7.12; women $4.96

In all other jobs a considerable difference in the men's and women's rates was reported.

Frankford Arsenal

Operators

Minimum rate - Men $5.20 and $5.52; women $3.92 and $4
Maximum rate - Men $6.80 and $7.12; women $4.88 and $4.96

2.16

In other jobs, sex differential also.

Picatinny

Explosive operators

Minimum rate - Men $5.60; women $3.60 ($2 less)
Maximum rate - Men $6.96; women $4.40 ($2.56 less)

Classified laborer

Minimum rate - Men $4.16; women $3.52 (64 cents less)
Maximum rate - Men $5.16; women $3.84 ($1.32 less)

WOMEN'S BUREAU
U. S. Department of Labor
Washington

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WOMEN'S BUREAU
U. S. Department of Labor
Washington

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Watertown Arsenal
Watertown, Mass.

Wendt,
July 17, 49

150TH ANNIVERSARY OF THE BILL OF RIGHTS

DECEMBER 15, 1941

Freedom of speech
Freedom of press
Freedom of religion
Freedom of assembly
Equal justice to all

A NOBLE HERITAGE AND A SACRED TRUST

THE American Bill of Rights was ratified on December 15, 1791. The Sesquicentennial Anniversary is celebrated throughout the Nation in accordance with a Joint Resolution of Congress and a Proclamation of the President

GPO 16—24820-1

2. Overtime Employment of Women During March and April.

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WOMEN'S BUREAU
U. S. DEPARTMENT OF LABOR
Washington

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SEX DIFFERENTIAL RATES IN INDIVIDUAL PLANTS

Springfield Arsenal

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Minimum rate - Men $4.80; women $3.60 ($1.20 less)
Maximum rate - Men $5.44; women $4.08 ($1.36 less)

Experienced Machine Operators

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In other jobs, sex differential also.

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Classified laborer

Minimum rate - Men $4.16; women $3.52 (64 cents less)
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